

HISTORY
of the
NEW ZEALAND FEDERATION
of
BUSINESS AND PROFESSIONAL
WOMEN'S CLUBS



1939 — 1981



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Miss Margery L. Toulson



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**The New Zealand Federation
of
Business and Professional Women's Clubs**

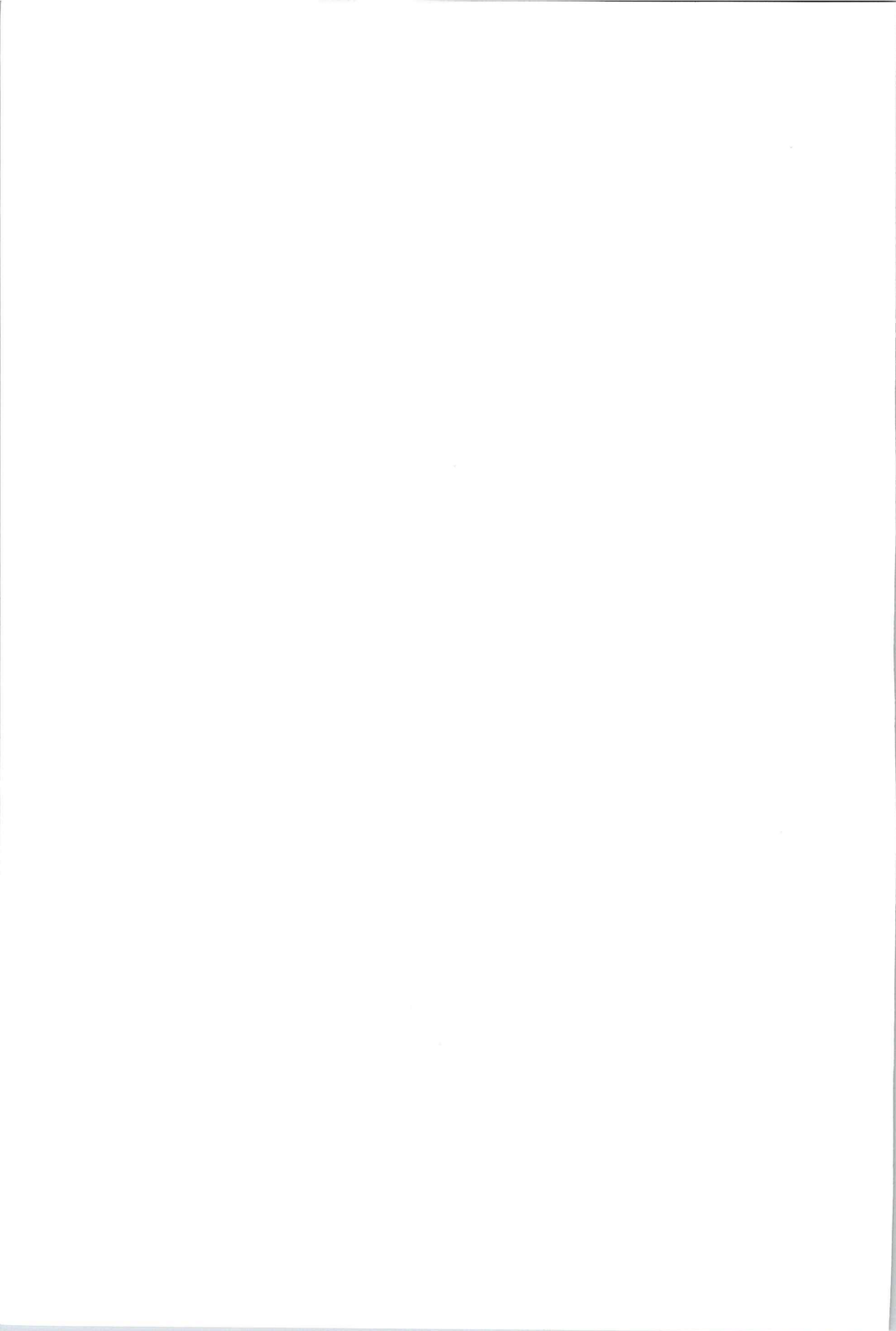
Objectives

To stimulate and encourage women to realise and accept their responsibilities in the community — locally, nationally and internationally;

To work for high standards of education and training for business and professional women;

To work for equal opportunities and status for women in economic, civil and political life;

To promote co-operation among business and professional women throughout the world.



A Message From The National President

Let us remember and honour in this book all past presidents, officers, chairmen and club members who through their devotion and loyalty, their dignity and authority have created the high standards of service and commitment which all members of the New Zealand Federation of Business and Professional Women's Clubs aspire to maintain and respect.

Since 1939, when the New Zealand Federation was formed the original eight clubs have increased to thirty-four — eight in the South Island and twenty-eight in the North Island. As Miss Daisy Pillar, National President 1961-1963, wrote in the Foreword to the first publication, issued 1963, — “The development of our organisation has not been spectacular but it has been steady, solid and substantial”.

Through continued activity and the adoption of advanced policies the Federation has established itself as a leader among women's organisations in our country. Club members have been encouraged to debate controversial issues, to denounce those that adversely affected women and to support those that removed areas of discrimination against women. All legislation concerning women's social, economic and political progression has been closely monitored by members.

This has been a sound foundation upon which all members can build greater achievements. The future will demand more challenges and higher standards of service to attain the goal of full equality for all women everywhere. This history proves that the members of the New Zealand Federation are prepared to accept this challenge.

It is indeed an honour to write this Foreword and it is with real pleasure that I commend to all this History of the New Zealand Federation of Business and Professional Women's Clubs, 1939-1981.

Alix M. Haywood
National President

March 1984

A Message From The Founder President

Looking Backward — Looking Forward

How, except after a long period of perspective-giving time, is it possible to estimate the lasting value of work done? We look back and realise that seldom, if ever, is there any moment or milestone which we can pin-point as a beginning . . . as an end. We say, "Don't you remember?" and then we realise that behind this "remembering" there was another, and yet another influence from which came life for our plans; and, so it goes on—from "small beginnings out to the undiscovered ends."

A few weeks before DR. LENA MADESEN PHILLIPS, Founder President of the International Federation of Business and Professional Women, died so tragically, she wrote of herself—"Perhaps it is better to attempt too much and leave some cherished things undone than to attempt too little." Dr. Phillips died at Marseilles on her way to Beirut to help put into action a huge piece of work for the women of the Middle East. We of the New Zealand Federation have attempted much; we have even achieved a good deal in our short life but we have also left undone, or half done, many things for which there will be work needed for a long time ahead.

I feel that often our work has been like a serial story; time and change give us continual challenge and so we write yet another chapter into a story which will, in time, be part of our history. I think particularly of work to which we have contributed, such as Jury Service for Women, Equal Rights for Women, Women in Public Office, etc., which will go on developing and shaping for a long time yet.

The important thing is that our initial purpose and zeal should continue. I believe that any really creative work just cannot go into oblivion. With time, effort and leadership, it goes on and on.

I have sometimes been concerned to hear members speak of the Federation as though it were something apart—something to which we are simply attached, but we are the Federation—each individual member of each Club is a unit of the whole—*we are the Federation*. Each active member adds a part to the whole work—work for the advancement of women.

Do you remember those wonderful words of JOHN DONNE:—

"No man is an island—he is part of a whole."

Whatever we achieve in the future, whatever advances we make, will only be by the unity and individual effort of every member.

I hope that to those who have taken part, the following record of achievement is full of the thrill of past effort and to the leaders of the future an inspiration for events to come.

M. L. TOULSON,
September, 1963

History

*"Ah, but a man's reach should exceed his grasp or what's
a heaven for."*

ROBERT BROWNING.

April 1939 to October 1946

Contributed by - Miss Margery L. Toulson

It is not easy to trace a beginning. One goes back and back . . . and back . . . remembering, probing, tracing, acknowledging. It began thus! No, farther back still! That letter, don't you remember? That suggestion . . . that personality!

In actual fact, our Minute Book records that the New Zealand Federation began April 8/10, 1939, in Wellington. We who helped in its inception know that it began still earlier when Miss ETHEL LAW, National General Secretary for the Y.W.C.A. of New Zealand, handed some letters and material to members of the Wellington Round Table Club of the Y.W.C.A. and said, "Look over these—I think they may interest you." They did. But, farther back still, the stream began in America when the thoughtful and far-seeing mind of a fine woman, DR. LENA MADESIN-PHILLIPS, President of The International Federation of Business and Professional Women, was inspired to send those same papers to Miss RUTH WOODSMALL, Secretary of the World's Y.W.C.A. at Geneva for the possible interest of New Zealand women—and behind that again was the first grouping of business and professional women of America. with the influence of the Y.W.C.A. strongly behind it. The papers proposing the formation of a New Zealand Federation of Business and Professional Women's Clubs were read with great interest. Many discussions and preliminary meetings were held. These brought out the need for some such grouping and the firm basis which the then "Round Table" Clubs of the Y.W.C.A. could provide; and eventually a national meeting of these Clubs was convened to take place in Wellington.

Backed by the National Programme Committee of the Y.W.C.A. and through the help of Miss IRENE WILSON, Principal of Queen Margaret College, delegates from Whangarei, Auckland, Hamilton,

New Plymouth, Wellington, Christchurch, Timaru and Dunedin Round Table Clubs met at Queen Margaret College, an atmosphere that seemed to promote quiet and earnest thought. This Easter Conference was itself a confirmation following much preparatory work, during which a proposed constitution had been circulated to the Clubs. After several sessions of discussions, chaired successively by MISS ETHEL LAW, DR. SYLVIA CHAPMAN and MISS IRENE WILSON, the unanimous decision was taken to form a Federation of Business and Professional Women's Clubs of the Y.W.C.A. of New Zealand. It was proposed by Miss TOULSON of Wellington, seconded by Miss LUPTON of Whangarei, and passed:—

“THAT The Federation of Business and Professional Women's Clubs of the Y.W.C.A. of New Zealand officially formed at this Convention applies to the International Federation of Business and Professional Women for affiliation, and, in so doing, expresses its deep sympathy with the ideals of the International Federation and the hope that the New Zealand Federation may, in the future, add its contribution to the splendid work of the International Federation for the advancement of women's status and ideals throughout the world.”

So the eight scattered Clubs of Business and Professional Women of the Y.W.C.A. of New Zealand were grouped on a national basis. This promoted pleasure and interest beyond all realisation and it was stimulating—even rather alarming—to receive almost overwhelming congratulations from the President of the National Federation of Great Britain, MISS GORDON HOLMES (afterwards International Finance Chairman), and from MISS RUTH WOODSMALL (Secretary of the World's Y.W.C.A. at Geneva), as well as generous reporting in the New Zealand Press. Later, when the Board of Directors of the International Federation of Business and Professional Women met in Trondheim, Norway, in June, 1939, we were to receive a cable:—

“Directors welcome your Federation and voted to appoint International Vice-President to be selected from your members. Send name your choice New York.”

(Signed) PHILLIPS.

International honours already, before we had time even to show our worth! At the Conference, however, we enjoyed a sense of happy achievement.

When Conference was over, with high hopes and plans for the future, delegates returned homewards to carry the good news to their Clubs; and, for the Executive, work had now to begin in earnest.

(The name of Miss Margery Toulson, our Founder President, was forwarded to New York and Miss Toulson held office as an International Vice-President for eight years.—Editor.)

First Dominion Executive Meeting:

The first Dominion Executive Meeting was held shortly after the initial Conference, with MISS MARGERY TOULSON, President, as Chairman, MISS MARY SEATON as Minute Secretary, MISS ELSIE HARPER as Treasurer, and four other Executive members. On this and many, many other occasions for the Executive, gathering round the table, home and office work alike was forgotten for a busy hour—or two—or three!

Finance:

The Federation membership subscription was the subject of a letter from MISS GORDON HOLMES; she was amazed at the smallness of our subscription—1/6d. per member! In England, she said, it was not thought possible to work on less than 4/- per member! Our financial membership was 214. Our receipts amounted to £16.0.1; our expenses £13.17.0—result, a balance of £2.3.1 At least we were on the right side of the ledger and at our second Executive Meeting payment of overseas dues of ten cents per member, plus our affiliation fee of fifteen dollars was authorised.

Programme:

In those early days President and Executive felt strongly that Clubs should have a sense of freedom within the Federation. It was not thought wise to impose a definite national programme, as was the case to a great extent in England and America. We would realise gradually that we could take part in a world programme, in co-operation with our two international affiliations. We were in the midst of war, and our programmes inevitably reflected this fact, as for instance—*Our service to our country today; Our contribution to the coming Peace; You and the Refugee; The Club's Interpretation of its value to its Members and to the Community.* . . . Even so, Wellington Club forwarded a remit suggesting that the Dominion Executive be asked to outline a plan of study on the *Status of Women*, our first official action in this continuing and still controversial subject. The impact of two International Federation personalities was strongly with us during our early days—MISS GORDON HOLMES of Great Britain, as Finance Adviser, and DR. LENA MADESEN-PHILLIPS, whose warmth and wisdom gave us inspiration and strength throughout.

Second Dominion Conference—May, 1941:

Auckland was to have been the venue of our First Dominion Council Meeting in June, 1940, and all arrangements were made but, in the end, because of wartime difficulties, it was postponed, and eventually held at the same time as our Second Conference. This took place in Auckland, again coinciding with the Y.W.C.A. Conven-

tion. It was a happy arrangement. As a group within the larger circle of the "Y", we organised and held our own sessions in the fine rooms of the Y.W.C.A. at the top of Queen Street with the view of the harbour before us.

The National Report had already been circulated, and the Financial Report showed our finances to be healthy though small. We had a credit balance of £12.5.2!

Programme:

The Session on Programme Planning, based on five-minute talks by each Club delegate, showed how widely the thoughts of women of the New Zealand Federation ranged and, also, inevitably, how deeply war conditions were affecting our lives, both communal and personal, though many Clubs had a regular series of addresses on national and international subjects given by competent speakers. In commenting on the five-minute talks, the Dominion President said they showed that Club life seemed to be divided into two sections—the provision of leisure interests as an antidote to war activities, and contributions to the demand of the present, that is war work.

The need for food in Great Britain was spoken of and delegates voted unanimously to organise the sending of food parcels overseas. From then on, parcels were despatched regularly, as long as they were needed, to be distributed through the Federation to Clubs in Britain.

A suggestion from the Y.W.C.A. in Christchurch that the Federation could promote a work made urgent by wartime conditions by organising a series of lectures on the *Social Aspects of Sex* was supported. Firstly, in Wellington, and, afterwards, in Christchurch and elsewhere, well-planned and attended lectures were arranged by Federation Clubs and the Y.W.C.A. together. In Wellington the subject was extended to four lectures entitled *Sex and Life*.

- (1) The social aspects of sex, by DR. A. G. BUTCHERS;
- (2) The physical aspects of sex, by DR. SYLVIA CHAPMAN;
- (3) The psychological aspects of sex, by DR. ELIZABETH BRYSON; and
- (4) The religious aspects of sex, by BISHOP ST. BARBE HOLLAND.

Business firms and organisations co-operated. Later, the lectures were printed as a booklet and widely circulated in New Zealand and abroad.

Candle-Lighting Ceremony:

The beautiful International Candle-Lighting Ceremony was used at this Conference for the first time in New Zealand. With its impressive interpretation and message from the International President, it conveyed, as few things could, the sense of being part of a world movement. Later the ceremony was adopted by Clubs for International Night each February.

Dominion Executive Meetings were held in November, 1941 (in Palmerston North, a happy change) and in March, 1942. As our interests widened our overseas correspondence grew, as did our contacts with our own Government and other women's organisations. On the other hand membership expansion and Club formation proved difficult under wartime conditions. We were well aware of need for action concerning the backwardness of women in this country in public representation, national and local, and the need to press for equality.

In connection with the position regarding domestic work and workers in New Zealand, a testing piece of work was undertaken at the request of the Federation of Great Britain. Under a special sub-committee our Clubs and other organisations were asked to collect both official and personal data. The result was a fairly weighty piece of evidence, which touched the fringes of nursing, homes for girls, farm life, etc. Copies were typeset, bound, and tied, and were well received at home and overseas; letters of acknowledgment came from the Director of Education, the National Council of Women, women Members of Parliament, and others.

The Dominion Council Meeting of October 1942 discussed many subjects sent in by Clubs, and an original session was entitled *We asked the President*; results of discussions were summarised and circulated to Clubs. We had received a questionnaire from the World's Y.W.C.A. at Geneva and the International Federation on the subject of *The Effects of War on the lives of Women*. So far removed ourselves, yet so involved, we were deeply moved by this and did our best to deal with it as fully as we could. Being humanly social, our meetings usually ended with gaiety. On this occasion a gathering at the home of the Dominion President gave delegates, members of the Wellington Club (amongst whom was Mrs. PETER FRASER, wife of the Prime Minister) and special guests an opportunity to mix and relax and talk together. The afternoon was made more valuable by a short resumé of International Federation news, conveying the "essence" of the work and personalities of the International to our members. In a spontaneous reply, Mrs. Fraser said she hoped Federation members would fight to hold women's position in the business and professional world.

Third Dominion Conference, August, 1943:

Our third Conference was held in Christchurch, again at the same time as the Y.W.C.A. Convention. New Clubs at Napier and Gore were accepted and welcomed into affiliation. Auckland Club was re-affiliated after an interval, and Invercargill, not yet ready for affiliation, sent an observer. All other affiliated Clubs were represented by delegates from Whangarei (in recess, sent an observer), Hamilton, New Plymouth, Wellington, Christchurch, Timaru and

Dunedin. We now numbered nine Clubs with a total membership of 290.

Cabled greetings from DR. MADESIN-PHILLIPS made a happy beginning. Two very far-reaching matters were dealt with at this Conference—revision and amendment (with what furrowed brows!) of the Constitution, and, in conjunction with this, the question of including non-Y.W.C.A. Clubs into affiliation with the Federation. With the wise advice and guidance of Miss LAW it was finally resolved that—

“Membership in the Federation shall be open to any Business and Professional Women’s Club which shall have a purpose in harmony with the Purposes of the Federation and actively carries out a programme to that end. . . .”

Thus we were enabled to open our membership to an ever-widening circle of Business and Professional women in New Zealand.

Amongst our interests at this stage were questions concerning juvenile employment, women on juries, acute wartime problems, and possible measures towards a just and durable peace. It was decided that closer contacts with Australia should be sought, and that we would try to promote correspondence with women in China through Miss NESSIE MONCRIEFF, then working in China for the Y.W.C.A., and in India through Miss JEAN STEVENSON, then in India as National Secretary of the Y.W.C.A. Later a link was to be made with the Canadian Federation, whose President wrote asking for information regarding Social Security, Juvenile Employment, and the Status of Domestic Workers in New Zealand. Evidently our interest and work in connection with these subjects had been noticed in our circular Newsletter and various reports, and were attracting interest in other Federations. Meantime Discussions Groups and other activities in Clubs proceeded and food parcels to Britain went forward regularly.

At this time, also, it was decided to appoint a **Watch Committee** in Wellington to note and circularise on any legislation affecting women.

Parliamentary and Local Body Elections, too, received growing attention. The need for more women to be nominated regardless of party politics was emphasised. Clubs were asked to watch their local press for references which were derogatory to women and to endeavour to take action where needed. The New Zealand Federation Newsletter, an important channel through which local and overseas news could flow to Clubs, was increased to four pages—one free copy circulated approximately each month, with extra copies at 2/6d. per annum.

International Day, February, 1944, gave the Federation its first radio feature when, from material supplied by the Dominion Executive, a most useful and interest-promoting talk was given.

Our finances were steady with a credit balance of £25.16.11. A garden party held at the home of the Dominion President helped to swell the total and many Clubs made a special effort to augment the slowly-growing Travel and Promotion Fund which was so important a factor in the growth of new Clubs.

One happy incident at this time (April, 1944) was the visit to England of MRS. PETER FRASER, wife of the New Zealand Prime Minister, when MISS GORDON HOLMES, President of the Business and Professional Women's Federation of Great Britain, gave a reception in her honour as a member. On her return in October of the same year, MRS. FRASER had hoped to convey in person to New Zealand members a message from "The London Club". To our deep regret, Mrs. Fraser's fatal illness prevented this.

Whangarei Club had been in recess since the war, and, in July, 1944, the Dominion Executive was notified that it had been revived with a membership of 35. Such news heartened the Dominion Executive; a voluntary effort seemed worth so much more than one which was organised.

The Dominion Executive always felt the steady push of the International Executive, which was reaching out with wide and intense plans for post-war reconstruction particularly in regard to consolidating the gains made by women in their contribution during the war years. How much could be salvaged? So few ardent spirits to hold the torch high, to defeat lassitude and post-war weariness and often indifference of the average woman, yet the average woman was so important to women's future as a whole.

Women Jurors:

Keeness in this important issue was growing. What was the exact position in Great Britain? Could results there be used to implement decisions in New Zealand? The Dominion Executive wrote MISS GORDON HOLMES and immediately received a reassuring cable. Material would come as quickly as possible. We finally received a wealth of material, confirming both the need for women jurors in New Zealand and the regular acceptance of these services in Great Britain.

Dominion Council Meeting, October, 1944:

The Dominion Council met in Napier in October, 1944, there being a good representation by delegates from Clubs. Travel restrictions still made it impossible for some Clubs to send delegates, but these sent greetings and were there in spirit and interest, with proxies appointed in some cases.

The Legislation Watch Committee was functioning in Wellington. Bills coming down affecting women's interests were Slum Clearance,

Town Planning, Infant Adoption, and Rehabilitation Amendment, and copies of these would be secured immediately they were tabled. Concern was felt that no woman had been appointed to the War Rehabilitation Committee, and Clubs were asked to express their opinions following a proposal from the National Council of Women that a woman co-Director of Rehabilitation be appointed.

Constitution:

The status of the Federation was earnestly discussed at this meeting, especially representation of our organisation with the Y.W.C.A. at National level, together with voting rights. So the first step towards independent status was taken with full and deep appreciation of the debt owed to the leadership and help of the Y.W.C.A. in the formation and early years of the Federation.

"Lights Up Fund":

It was at Napier, too, that the strong step was taken to assist the International in its work to enable European Clubs to live again. Information from overseas left us aghast at our solid comfort and security. The International in England and the U.S.A. was doing magnificent rehabilitation work—New Zealand must help! In between sessions a group of Dominion Executive members sat in a sheltered corner on the Napier seafront. They thought a great deal—they talked a little, and finally went back to the Conference with a firm conviction in their hearts and minds. That was the birth of the New Zealand *Lights Up Fund* for help in Europe, although the name came later as an inspiration from MISS KATHLEEN MCKENZIE of Napier. The decision to ask each member to donate personally £1 was unanimous. It was no easy matter to send money overseas at that time, but difficulties were overcome and £200 was forwarded to the International Treasurer. Greatly to the delight of New Zealand members, our name the *Lights Up Fund* was received with approval and adopted for the International Fund. We had cabled Dr. PHILLIPS in New York as follows:—

"Lights Up Fund £1 each member of New Zealand Federation."

Swiftly the reply came back:—

"Your cable deeply inspires and encourages me. Overwhelmed with gratitude. New Zealand sets magnificent example for other countries. Thanks all."

Also from MISS GORDON HOLMES, our International Finance Chairman in England:—

"Madesin Phillips cables me your splendid vote £1 per member International Reconstruction Lights-Up Fund. Bravo New Zealand."

Just one pound and such magnificent appreciation!

One other matter discussed at Napier was Salary Discrimination for men and women for positions of personnel managers in industrial

firms—£500 per annum for men and £300 per annum for women should be protested against!

And so 1944 passed—a difficult yet consolidating year—with travel restrictions limiting national meetings, yet with new ground broken in Club formation and with increased links overseas. Realising the richness of our dual loyalties to the World Y.W.C.A. and the International Federation, constitutionally we had moved towards independence. And so we entered our fifth year of Federation life.

In 1945, our first contact with the Wellington P.S.A. Committee was made, a request having come from that group asking that two of their members meet Business and Professional members and endeavour to link together on the subject of Equal Pay. It was decided to ask MISS CHALLIS HOOPER, President of the Wellington Club, for her help in co-operating with this body. The fine Report on Equal Status received from the British Federation was widely circulated and greatly appreciated. One outcome of this co-operation was the promotion of a series of lectures on Equal Pay in Wellington (and later in other centres) when able speakers addressed deeply interested and large audiences.

A widely felt need for revision of the Licensing Laws had led the Government to set up a Commission of Enquiry, and women's groups, particularly those in affiliation with the National Council of Women, were deeply concerned and active. So that all Clubs throughout New Zealand could take part, copies of reports and recommendations were sent to them. Later, at the sitting of the Committee, MRS. VERA MAY, Federation representative to the N.C.W., gave vivid evidence as a delegate for the N.C.W. Also, in 1945, an appeal was received from the President of the Italian Federation for help, particularly food and clothing. War-torn Italy was in desperate need. We sent all we could, care of the Y.W.C.A. in Rome, but no word was received of its ever reaching there.

Another item of importance was the authorising of a sum of £10 from the International Federation to the New Zealand Federation for promotion work in the Far East. We were rather alarmed at this responsibility! As a Vice-President of the International Federation, our President was to have under her wing, so to speak, promotion work in that area.

In July, 1945, a group of the Dominion Executive travelled from Wellington to Wanganui where at a well-attended gathering the Wanganui Club came into being, with a good membership and Miss MARY SEWELL as its President.

Dominion Council Meeting, Palmerston North, October, 1945:

In opening the Council Meeting, the President said: "In this, the sixth year of our Federation, I am very conscious that we have under-

taken many interests, completed some and left others unfinished, but in the gradual weaving of many things into the fabric of our Club programmes and National programme, no effort is actually wasted."

We had, because of constitutional amendments, now confirmed, to appoint two representatives to the Y.W.C.A. National Board's personnel.

The mobility and presidency of the Dominion Executive was a new subject for discussion—Wellington felt it a heavy burden!

Amongst matters discussed at Palmerston North were an N.C.W. recommendation that a Women's Advisory Committee on housing be set up by the Government; Social Security Pension anomalies; the age of Jury Service for women; Rest Rooms for women on travel routes; exclusion of women from the Apprenticeship Act; the retiring age for women; women's dependants; women on Local Bodies—all were grist to our active mill!

At this meeting, too, the name *Te Ara*, meaning *The Roadway to Better Understanding*, was selected for our Federation Newsletter. A printed front-page design was also decided upon—the Newsletter now looked worthy of its place in the Federation. Initial copies were sent free to Clubs, with further subscriptions at 2/- per annum. We published each year approximately six copies of four to six pages each.

Our annual broadcast from Wellington, linked with International Day each February, had become established and, in February, 1946, we were permitted by the N.Z. Broadcasting Service to have a *national* link-up. Perhaps, here, a word could be said about our press contacts. We had become definite news value. National meetings were fully reported and local Club meetings almost invariably received interest and receptive help from the local Press. Many Lady Editors were members, but our reports, when of national or international interest, were not necessarily confined to the "Ladies' Page".

A General Election was pending in November, 1946, and many Clubs arranged general meetings with election speakers from each party; members were urged to attend pre-election meetings and to record their votes on voting day.

In 1946, too, the awesome threat of atomic power inevitably affected Federation thought. The proposed Bikini trials filled men and women with a great dread of the possible effects of the terrific force for military purposes. We took our courage in both hands and decided to send a letter by air to President Truman of the U.S.A. expressing our deep concern, particularly at the terrific proximity of both time and location of the trials. This action on our part received strong Press commendation.

We even protested against the proposed ratification by our Government of the "Bretton Woods" Monetary Agreement—until

such time as a more informed public opinion via Press and radio arrived.

As the Dominion President had held uninterrupted office since the formation of the Federation in 1939, she had decided not to stand again and nominations were called for the 1946 Conference. MRS. VERA MAY was nominated by Palmerston North Club but was unable to accept nomination, and MISS DAPHNE CHAPMAN of Christchurch Club was nominated by Wellington Club.

Fourth Dominion Conference, October, 1946:

The Fourth Dominion Conference opened on October 26, 1946. It was a fully-attended meeting and, for the President at least, a momentous one. The ratification of the acceptance of Wanganui Club was a happy vital item.

The important amendments to the Federation Constitution regarding the status of the Federation with that of the National Y.W.C.A. were ratified, giving the Federation separate voting powers and the right to include clubs which were not Clubs of the Y.W.C.A. The Federation was now a nationally organised society with its own national affiliations.

While we had had neither money nor personnel available to attend International Federation Board Meetings, a close welding of ourselves to the International had been achieved through correspondence and reports; and we kept in close contact with National Women's organisations in New Zealand.

Three of our members had been selected for work with U.N.R.R.A. in Europe—MISS LILIAN TAYLOR, Tutor Sister of Palmerston North Hospital; MISS K. MCKENZIE, Public Health Department, Napier; and MISS N. BARNETT, Plunket Nurse, Hamilton.

Reading through the Minutes covering the first eight years of Federation activity, one is rather unhappily conscious of the many things begun and, now, twenty years after, so few carried to any real finality. Perhaps this is the way of life—slow progress, hours of discussions, remits, correspondence, and, yet, so many subjects of vital interest “still on the agenda”. We believed firmly in our endeavours and because many of the subjects were, and are, important to women, the results, by slow educative movement, may not really be lost. It was inevitable that our early enthusiasm should lead us along pathways which were primarily not *our* concern—our *interest*, but not our *concern*. We are, generally speaking, employed office women—our time limited—we had need to be more selective if our Federation activities were to be effective.

In her final report, Miss TOULSON said:

“As I end my term as first Dominion President of the New Zealand Federation, I would like to have been able to write down a far greater list of efficient organising done. I feel that the inspiration that has come

to us from our overseas leaders has not been fully interpreted to New Zealand Clubs as it should have been, and that both war conditions and personal reasons have been handicapping. Yet, there is a vital life in the Federation which is now moving forward of its own volition and is waking members more and more to a realisation of the part New Zealand Business and Professional Women must hold in an increasing degree in the total world movement, which is analysing, selecting, reframing, and putting into effect a new world status for women. New Zealand Business and Professional Women are important—they need to believe this more than they do and go forward with confidence, sharing fully in the constructive development of their national and international life. I know leadership will always come forward when it is really wanted and searched for and supported by each individual member, but the finest leadership in the world may flag if wholehearted support is not given. Leaders are human too! I believe that loyalty is almost the most important and vital constituent in any movement, for, without it, efficiency becomes a soulless thing, but with loyalty is kept alive. Those gracious attributes of the spirit—awareness, understanding, sympathy—are of inestimable value to women, no matter how emancipated they may become or how important their status. The responsibility of incoming officers is, therefore no light one. We are no longer just a chain of women's clubs for our own pleasure and interest, with a dash of public affairs thrown in to give us purpose. We are today a very real part of the total women's movement of the world. I am proud of the Federation—not perhaps so much for what it is today, but for the possibilities I see in it. I hope that nothing will ever stem the tide of its increasing usefulness to the community and its enrichment of the lives of individual members."

The power of every great people, as of every living tree, depends on its not effacing, but confirming and concluding the labours of its ancestors.

RUSKIN.

1946 to 1950

Contributed by - Miss D. Chapman

Dominion President	MISS D. CHAPMAN
„ Secretary	„ N. SCOTT
„ Secretary	„ J. SEWELL
„ Minute Secy.	„ M. ARNOTT
„ Minute Secy.	„ B. BLATCHFORD
„ Treasurer	„ I. RUBINO

With the election in 1946 of MISS DAPHNE CHAPMAN as the Federation's second Dominion President, the centre of administration was moved to Christchurch. This term of office extended over two terms and ended in October, 1950, when MISS ELSIE HARPER became the third Dominion President.

The second stage in the Federation's history was an interesting though in many respects a difficult one. It was characterised by change—change in the structure of the Federation itself, new patterns of work and interests due to the transition from wartime to peacetime considerations, the widening of national and international links, and the development of business methods in administration. This was the first trial of administration outside Wellington and away from the Capital City, with its convenient governmental and national contacts, and it followed immediately upon a major change in the constitution of the Federation, which, until 1946, had been one comprised entirely of Y.W.C.A. Clubs. The change in constitution enabled independent clubs to come into the Federation. It is interesting to recall that shortly after the new executive took over an enquiry in regard to affiliation was received from a club in Gisborne. Ten years later a new Club was to be formed there for the Federation through the efforts of MISS CHALLIS HOOPER.

By 1950 the Federation's membership had doubled and four new Clubs had been formed. Two of these, Auckland and Invercargill,

were independent Clubs as distinct from Y.W.C.A. clubs, which at that date still formed the majority of Federation membership.

The International Federation of Business and Professional Women began to redefine its work in the light of changed conditions. Standing Committees with representation from the various national federations started to function again. In 1947 the International Federation was granted consultative status with the Economic and Social Council of United Nations and thus the New Zealand Federation was introduced to United Nations work, the development of which was perhaps the most outstanding feature of this second period of Federation administration.

Within the Federation contacts with other national organisations were expanding. A new affiliation was made to the Pan-Pacific Women's Association. The Federation became associated with the work of the newly-established National Commission for UNESCO and one member of the Federation was elected from several nominations. An early UNICEF appeal conducted through the Federation resulted in over £120 being sent as a direct Federation contribution to the appeal.

New patterns were introduced into national meetings. A feature of the 1948 Conference held in Timaru was the presentation of a series of papers by members of various clubs on the theme of *Building a Strong Federation*. Some of the ideas contained in these papers were subsequently put to good use, particularly in connection with membership promotion. Membership cards, which could be used by members travelling overseas, were introduced. A beginning was made in the holding of "get togethers", or regional meetings. Later still, a Federation membership booklet was produced for use in recruitment and in club development work.

Interests of the Federation were varied. The President's report to the 1948 Conference stressed the danger of Clubs having too diffuse a spread of interests and pointed the need to channel interests more directly along lines of the Federation's main objectives. The Federation was concerned then, as it is now, with the need for a greater participation by women in public life. Interest was taken in election campaigns. Wage rates for women as compared with those for men were the subject of resolutions at national meetings. In an effort to get more women interested in Jury Service a departure in Federation policy was made whereby members were urged not to refrain from volunteering for service but to apply themselves for enrolment.

Housing for women and the need for the establishment of special institutions for the treatment of sex offenders were other causes in which the Federation took an active interest.

The pattern of Club visits by the Dominion President was com-

menced. In addition to South Island Clubs a visit was also made to a Wellington Club gathering held at Frederic Wallis House, Lower Hutt. Gore Club took advantage of the first visit of a Dominion President to organise a combined meeting of South Island Clubs, the forerunner of later and larger club "get togethers".

In 1947 the first post-war Congress of the International Federation was held in Paris. The New Zealand Federation was indirectly represented at that Congress. At the next Congress held three years later in London it had direct representation, one of the two delegates, MISS ELSIE HARPER, being the recipient of a special travel grant for the purpose made from a delegates' travel fund which had recently been formed by the International Federation. Some months earlier, MISS JEAN LIVINGSTON of Whangarei Club, attended a U.N. Regional Conference on Public Information held in Bangkok, both as a representative for the International Federation and on behalf of the New Zealand Federation.

Social Service work, as distinct from purely war service work, came to be more generally developed in Club life and some interesting projects were taken up. One or two Clubs took out sponsorships of refugee children under Save the Children Fund Scheme. Parcels continued to be sent to several overseas clubs. There was a considerable increase in requests for New Zealand Club correspondents and many new links between members were developed in this way. International Night meetings on such challenging themes as *Women and the Atomic Age* made the community conscious of the growing stature of the Federation and of its increasing United Nations interests.

Public relations and press contacts showed a marked extension and improved steadily during the second era in the Federation's development. On the secretarial side the need for part-time paid assistance was more and more stressed in annual reports. After an interval, a modest Federation headquarters bulletin took the place of the war-restricted *Te Ara*.

An interesting attempt at programme planning was made in the form of a series of programme suggestions which were the joint work of the President and the then Dominion Secretary, MISS JEAN SEWELL. The raising of Federation dues was inevitable and resulted in the building up of Federation finances.

In retrospect, no spectacular achievements seem to be recorded in this second period, yet, withal, there was steady progress, fresh growth and new vitality. Throughout, the Federation received the benefit of constant sound advice from DR. LENA MADESIN-PHILLIPS, founder of the International Federation, as well as from MISS GORDON HOLMES, founder-president of the Federation in Great Britain. Stronger links were thus developed on the international side, while,

within the Federation, it was evident that there was an increasing "family" spirit. Firm foundations were laid for the third President to take over administration and to continue the development of the Federation.

The present holds in it both the whole past and the whole future.

CARLYLE.

October 1950 to October 1952

Contributed by - Miss E. L. Harper

	1950/51	1951/52
President	MISS E. L. HARPER	MISS E. L. HARPER
Secretary*	MRS. E. ROWLANDS	
Corr. Secy.		„ D. JAMIESON
Minute Secy.		„ E. GOUDIE
Treasurer	MISS H. DICKISON	„ H. DICKISON

* Due to the resignation of Mrs. Rowlands, the 1951 Dominion Council Minutes were undertaken by two Wellington Club members, Misses R. Hodges and T. Trim.

When in London, a letter from a New Zealand Club reached Miss ELSIE HARPER seeking her consent to nomination for the office of President of the New Zealand Federation of Business and Professional Women's Clubs. It may truly be said that the decision to accept this heavy and exacting task was reached principally through the inspiration and stimulus of the London International Congress which she was then attending.

A special travel grant from the newly-formed International Federation Congress Delegates' Fund had been given to the New Zealand Federation to enable it to send a delegate to the London Congress. Participation in this international gathering of our organisation, with its opportunities for gaining a greater understanding of its aims and purposes, and for meeting members from all parts of the world created an impression and asserted an influence which have lived ever since.

At the October, 1950, Conference of our Federation, Miss HARPER was elected President and between then and her return on January 2, 1951, Miss DAPHNE CHAPMAN, retiring President, handled such matters as required attention.

The Press and Broadcasting Service both continued to consider our organisation "news value", and, on her return, Miss HARPER was

given good publicity and five radio broadcasts were made concerning some aspect of the International Federation Congress.

The London Congress had very clearly revealed the work of the International Federation through its Sub-Committee Chairmen, and the importance of having counterparts in the various affiliated countries, to collect and supply information to the International Committees. In the past, the New Zealand Federation had at times appointed chairmen, but only two had worked actively, viz. United Nations and International Relations. At our first Executive Meeting early in 1951, the work was, therefore, divided into appropriate sections, and Chairmen were appointed under the following headings:

Membership
Programme
Finance
United Nations

Legislation
International Relations
"Widening Horizons" correspondent.

All the Chairmen carried out their duties with keenness and enthusiasm. At this time the Legislation and United Nations Chairmen had to answer many difficult International Questionnaires, each entailing time-consuming research. In dealing in particular with the questionnaire on *Family Law and Property Rights of Women* in New Zealand, Miss JOAN RATTRAY (Auckland) divided it into sections, and, with the valuable help of six Clubs, a very comprehensive report was finally submitted to a Professor of Law, Auckland University College, for checking, before being forwarded to the International Federation's Legislation Chairman. This report was duplicated and prepared for sale.

Programme:

In 1951, in view of the Pan-Pacific Women's Association Conference arranged for January, 1952, in Christchurch, our Federation undertook a study of the Pacific and S.E. Asian countries. Papers were completed by ten Clubs on N.Z. Mandated Island Territories, Australian Mandated Island Territories, New Zealand, India, Indo-China, Indonesia, Philippines and China; these were duplicated and prepared for sale. One of the main features of this programme activity was the practical example of Federation and Clubs working together for a definite objective.

The 1952 programme was based on the work of UNESCO. As it happened, Miss C. HOOPER, who had earlier been a member of the N.Z. National Commission for UNESCO, was at that time Chairman of the International Federation UNESCO Sub-Committee. She had just assumed the role of Programme Chairman of our Federation in succession to Mrs. V. MAX, and it was very logical that she should introduce this subject to our New Zealand Clubs. Citizenship was also included in special programme suggestions to Clubs.

Membership:

As a result of negotiations made in London with MISS HARPER and with the object in view of building up membership of existing Clubs and the possible promotion of new Clubs, a visit to New Zealand by MRS. BARBARA EDWARDS (Chairman of East Midlands Regional Division, England) was sponsored by the International Federation. This was a highlight of the year 1951. Radio and Press publicity was arranged for her and she had a busy and successful campaign, as a result of which three new Clubs were formed, two in the North Island—Levin and Hawera—and one in the South Island—North Otago, Oamaru—with an increase in membership from 418 to 617. The value of such a tour as made by MRS. EDWARDS lay not only in the new membership achieved, but in the awakened interest and understanding of our organisation by its own members. The Federation had reason to be grateful to the International Federation for sponsoring this visit.

Visits to Clubs:

During 1951 the President visited Napier and Timaru Clubs. In 1952 she spoke to a combined meeting of Palmerston North and Levin Clubs. At the request of the Executive she also undertook a South Island tour, visiting Invercargill, Gore, Oamaru, Timaru and Christchurch, and, later in the year, visited Hamilton in connection with the proposal to reform the Club there, which had been in recess. This proved unsuccessful because of lack of leadership.

Federation Journal:

It was during this period that Wanganui Club undertook the production of *Te Ara*, and this was placed in the competent hands of an Editorial Committee, with MISS EDNA MURCH as Editor. There were three issues in 1951 and two in 1952.

International Activities:

In the international sphere there was considerable activity. Our organisation had representation at the International Federation Board Meeting at The Hague in June, 1951, in the persons of MISS CHALLIS HOOPER and MISS DOROTHY JAMIESON; at the Conference of U.N. Non-Governmental Organisations in Indonesia, July/August, 1951, in the person of MRS. VERA MAY, and it may be recorded that her suggested recommendations which were forwarded by the N.Z. Federation Executive to the Public Information Department of the United Nations, were acknowledged by the Director, who advised some definite action had been taken as a result. MISS LOUISE BURTON (Immediate Past National General Secretary of the Y.W.C.A. of N.Z.) represented the International Federation of B. & P.W. at the Y.W.C.A.'s World Council Meeting, Beirut, Lebanon, in October,

1951—she reported personally to DAME CAROLINE HASLETT on her arrival in London. Also, Miss EDITH PALMER (a former member of Wellington B. & P.W. Club, now resident in New York) represented the New Zealand Federation at the International Federation Board Meeting in New York in June, 1952.

Another important event was the Conference of the Pan-Pacific Women's Association in Christchurch in January, 1952, when our President was the official delegate and a number of other Federation members actively participated.

Recognition of two of our members by the International Federation brought the feel of the international side of our organisation much closer. The appointments were Miss ELSIE HARPER as a member of the International Federation Membership Standing Committee, and Miss CHALLIS HOOPER as Chairman, International Federation UNESCO Sub-Committee. Two nominations were submitted to the International Federation for the Second United Nations Fellowship 1952—Miss DOROTHY JAMIESON and MARY SEATON, but without success.

Our International Night broadcasts, which had become established practice, continued. In February, 1951, when the International Theme was *The Freedom of the Individual*, and in 1952 *Towards Full Partnership*, we were allowed a national link-up when addresses were given by the President. During the period of the Pan-Pacific Women's Association Conference in 1952 our President also had the opportunity of talking from Station 4YA on *The Status of Women in all Pacific and South-East Asian countries*.

On the domestic side:

Federation dues were raised from 5/- to 7/6d. in October, 1952; a farepool system was initiated (1952) for delegates' travel costs to all national meetings; a personal letter of welcome from the President of the N.Z. Federation was sent to every new club member; and our Federation was placed on Government and Civic invitation lists (1952). We were growing up and receiving the recognition due to an organisation of standing in the community. In looking back, the outstanding feature of this period was perhaps the experience gained, international contacts made through attendance at the Congress of the International Federation in London in 1950, and the feeling of "belonging" to an international organisation which was widely recognised and whose considered opinions were valued and, in many cases, adopted. This greatly assisted in building on the strong foundations laid by our founder president and her successor. We had arrived at the stage where Club/Federation and International were working as one unit with a common purpose, ready to face the future with quiet confidence and determination.

*Where the mind is without fear and the head is held high;
 Where knowledge is free;
 Where the world has not been broken up into fragments by
 narrow domestic walls;
 Where words come out of the depth of truth;
 Where tireless striving stretches its arms towards perfection;
 Where the clear stream of reason has not lost its way into the
 dreary desert sand of dead habit;
 Where the mind is led forward by Thee into ever-widening
 thought and action—
 Into that heaven of freedom, my Father, let my country
 awake.*

“The Heaven of Freedom”

RABINDRANATH TAGORE, GITANJALI.

October 1952 to June 1956

Contributed by - Miss C. Hooper

Dominion President

„ Secretary

„ „

„ „

„ Treasurer

MISS C. HOOPER

„ J. ROGERSON (Resigned)

„ A. GILMOUR

„ E. GOUDIE (Relieving)

„ H. DICKISON

The Executive which took office in 1952 had the advantage of continuity, for Miss ELSIE HARPER was there to help the incoming President, and several Executive members remained in office. Also, the Federation had the services of a very able Hon. Secretary in Miss AMY GILMOUR throughout, except for six months, during which Miss EILEEN GOUDIE did equally excellent work.

In Federation Affairs:

Probably the most far-reaching, certainly the most arduous, piece of work was the drafting of and putting into effect a new Constitution. The original Constitution had provided for an Executive of six individual members elected at Conference, together with the Officers, from nominations made by Clubs. At the 1952 Conference, it was suggested that as a means of bringing every Club equally and

more closely into the actual work of the Federation, a change might be made to a small Executive consisting of the Officers only (with provision for two or three others co-opted for special knowledge), and a Dominion Council of Presidents of all Clubs ex-officio. The incoming Executive was directed to start preliminary work, and in 1953 draft proposals were favourably received by the Council and referred back to Clubs and Executive for further study. At the Auckland Conference in 1954, a draft Constitution embodying the amended proposals was presented and adopted provisionally for a trial period up to two years. During this time the transition was smoothly made and at the Invercargill Conference in 1956, after final amendments, it was formally adopted.

Succession

Succession and continuity in the office of President was given a great deal of thought at this time, and it was agreed in principle that any incoming Vice-President should be prepared to accept the President's office in due course, with full support from her Club.

Club Constitutions:

Club Constitutions were brought under review, too, and a specimen draft was prepared for the guidance of new Clubs. Further, it was agreed that in order to safeguard essential features of our groups, Club Constitutions would be referred to the Executive.

New Clubs:

New Clubs were formed at Rotorua in 1953 and at Masterton in 1954. Rotorua broke new ground in setting up its own rooms and running them as a business concern. Membership rose, but the Executive was never fully satisfied with the total of about 700 in 16 Clubs, and Membership Chairmen worked hard on this basic question of expansion.

Te Ara:

Te Ara went through a difficult stage of its career. In 1953 a scheme was adopted whereby *Te Ara* was to become a printed magazine fully financed by advertisements. Miss RITA JENSEN of Palmerton North did a splendid job on the business side, and Miss CHRISTINE WYNNE of Auckland devoted herself to the Editorial work. But the problems involved in running a self-supporting magazine in a small organisation such as ours proved too great, and after two printed issues the Federation reluctantly reverted to a simple Newsletter.

Programme Planning:

In programme planning it was attempted under our Programme Chairman to balance local activities with study of broad issues. One outstanding Club study should be recorded here. Arising out of the

joint discussion at the Australian Conference in 1955 (referred to later) our Clubs took part with great success in a planned study of selected countries of S.E. Asia and the Pacific, whilst similar work was done by the Australian Clubs. Social service of many kinds was magnificently given by all Clubs, including response to appeals from CORSO and UNICEF, and also for help to members of Clubs who had lost everything in the great floods of 1954 in England and Holland, and in New South Wales in 1955.

International Federation:

International Federation affairs were constantly in our minds. At the 1953 Stockholm Congress we had four delegates; at the 1955 Board of Directors Meeting at Berne we had our two Board Members, briefed. Before the Montreal Congress in 1956 we first applied for and were successful in obtaining a grant from the International Delegates Fund, and sent a delegate (Miss DOROTHY RAYMOND direct from New Zealand. It was coming home to the Federation that such experience contributed much to our leadership; and at the 1956 Conference we began drafting criteria and rules for overseas representation. Here it may be remarked in passing that Miss HARPER and Miss HOOPER, both delegates to the 1950 London Congress, became Presidents successively; Miss DOROTHY JAMIESON, also there as an observer, has given help of untold value to every Executive since. Miss JOYCE TOLFREE became Dominion Secretary after attending the Berne Board Meeting, and Miss RAYMOND would have become President after Montreal but for serious illness; even so, she has given much help. In addition, almost every member with overseas experience has served the Federation in some special way, and all have contributed to Press publicity.

The Australian Federation:

The Australian Federation came into focus for us in 1955. Two years before that it had been suggested that a Pacific Regional Meeting of women in business or professions might be possible, and the idea was opened up with the Australian Federation. In the event, the original suggestion was not pursued, but as an outcome of correspondence we were invited to send representatives to the Sydney Conference in September, 1955, and further invited to arrange and lead a joint discussion on *Ourselves and our Pacific Neighbours*. Miss CHALLIS HOOPER, as President, led the delegation, accompanied by Miss DOROTHY JAMIESON and Miss DAPHNE CHAPMAN. Full reports were circulated, and many talks given afterwards. Though both Federations became too involved in their own work to develop contacts much further at the time, this was a valuable experience and a foundation for the future. (The joint study undertaken afterwards by both New Zealand and Australian Clubs is referred to above.)

Affiliations:

Our affiliations in New Zealand were active and strong during this period, perhaps especially so because of our part in the Equal Pay campaign, the Prime Minister's "Cost of Living" talks and the great question of nuclear power and the Pacific Area Atom Bomb Tests. These major policy matters are dealt with separately. (See pages 50-54.)

Looking back over this period, with its successes and its failures, high points and low, one is left warm with remembrances of generous response; one recalls the interest, excitement even, of participation in big issues—and perhaps above all, one treasures the personal associations and friendships made. Few relationships are so rewarding as those made in working together, and this 1952-56 administration was rich in these rewards.

We are not sent into this world to do anything into which we cannot put our hearts. We have certain work to do for our bread, and that is to be done strenuously; other work to do for our delight, and that is to be done heartily; neither is to be done by halves or shifts, but with a will; and what is not worth this effort is not to be done at all.

RUSKIN.

June 1956 to October 1957

Contributed by - Miss A. Gilmour

Dominion President	MISS A. GILMOUR
„ Secretary	„ J. TOLFREE
„ „	„ E. GOUDIE
„ Treasurer	„ M. DENHAM

With the holding of the 9th Biennial Conference in Invercargill during the month of June, 1956, instead of the customary Labour Weekend, and with the date of the next Conference fixed for October, 1957, the period between Conferences was short, and there was so much to be done—quite an alarming yet challenging thought. Following a period of activity in the international field, having had representation at the International Board Meeting at Berne in 1955 and our delegates now on their way to attend the International Congress at Montreal in July, 1956, attention was focussed on consolidation and expansion of our national affairs. To achieve this end there were four major undertakings.

(1) Membership Drive and Club Formation:

The resolution taken at the Invercargill Conference in 1956 to endeavour to have twenty-one Clubs within the Federation by its twenty-first birthday in 1959, and in the same period for each Club to have doubled its membership, provided a challenge—one which was met. Within 17 months the number of Clubs had increased from 16 to 19 and the membership from 700 to approximately 940, the three new Clubs being Kaikohe, Tauranga and Gisborne. The work of Miss D. PILLAR of Levin

Club in connection with Kaikohe and Miss C. HOOPER of Wellington Club, the Immediate Past Dominion President, in connection with Tauranga and Gisborne Clubs contributed largely to this successful outcome.

(2) **Constitution:**

The production in booklet form of the Federation Constitution adopted at the Invercargill Conference. As a trial period this was to operate for two terms without amendment.

(3) **Formulation of Federation Policy:**

In accordance with the 1956 Conference resolution, Policies or Notes on Procedure were prepared primarily to act as a guide for new Federation Executives, and, to a lesser degree, Club Executives. These set out precisely Federation policy and procedure in matters of Finance, Methods for Club Promotion, Representation at Business and Professional Women's International Meetings, Conference Arrangements, and Affiliations.

(4) **Visits to Clubs:**

The following Clubs were visited by the President:—Levin, Masterton, Whangarei, Auckland, Rotorua, New Plymouth, Hawera, Wanganui and Palmerston North in 1956; and Napier, Auckland, Timaru, North Otago and Christchurch in 1957. The 1956 Conference at Invercargill provided opportunity to meet members of Gore and Invercargill Clubs. These visits established a much closer relationship between the Federation Executive and individual Club members. They are to be recommended as an established practice.

Introductions into Federation Procedure:

Credential Forms: Revised and much improved credential forms for overseas Business and Professional Women travellers were prepared and supplied to Clubs.

Treasurer's Letters: The establishment of direct contact between the Dominion Treasurer and Club Treasurer on financial matters.

Transfer Form: In line with the 1956 Conference resolution a national transfer form was prepared to enable financial members of one club to transfer to another club without the necessity to pay another subscription for the current period.

Promotion Leaflet: The form of this leaflet was revised and brought up to date.

Welcome Letters to new Members: The wording of the standard letter of welcome sent out by the Dominion President was altered, and, instead of one, two letters were prepared—one suitably worded

for new members of existing clubs, and the other for foundation members of new clubs.

Membership Cards: The form of these was revised to allow for endorsement and signature by Club Treasurer instead of Secretary as previously, and for use over a period of four years. The cost was increased from 1d. to 2d. each.

Notification of new Members and resignations in Clubs: This form was prepared so that each Club could submit to the Executive a monthly return of new members and resignations, thus enabling a more accurate record of membership to be kept.

Equal Pay Campaign:

This was a continuing work and during this term of office there was active participation by this organisation. In October, 1956, the Prime Minister invited representatives of various women's organisations to discuss with him *Problems of Women's Salaries and Wages, and matters of interest and concern to women.* Our representatives at this meeting were MISS CHALLIS HOOPER and MRS. VERA MAY. The question of Equal Pay is reported on separately in greater detail.

Finance:

Due largely to increased membership, Federation finances were in a firmly established position.

National Affiliations:

There was close liaison between ourselves and the various bodies to which we are affiliated. We had representation at the annual conference of the National Council of Women in August, 1956, at which MISS CHALLIS HOOPER presented a report which she had prepared on the excessive consumption of drugs in New Zealand, which was consequent upon our remit at the 1954 Conference.

Several of our members attended part time a weekend Study Meeting, arranged by the U.N. Association of N.Z. on the Bangkok Conference of Wfuna, held at Frederic Wallis House, Lower Hutt. We also had representation at the N.Z.U.R.A. annual conference. Miss C. S. BELL, a member of Wellington Club, had the distinction of being elected to the Dominion Council of N.Z.U.N.A. Two of our members acted as delegates at the annual meeting of the Pan-Pacific and South-East Asia Women's Association in February, 1957.

Certain Executive members attended the reception held for the RAJKUMARI AMRIT KAUR, Minister of Health in India, organised by the Y.W.C.A. Our organisation was also invited to attend a reception arranged to meet DR. UNA PORTER, a Vice-President of the World's Y.W.C.A.

This organisation continued to be represented on the Council of CORSO.

International Federation:

In 1950 the International Federation Congress Delegates' Fund was established on the basis of 3/6d. per member. The idea was that all National Federations would contribute to the fund, from which they could apply for a grant towards the travelling expenses of an official delegate attending Congresses of the International Federation. At that time this Federation gave £75, being 3/6d. on the then membership of about 430. For a period our contributions lapsed, but with our much improved financial position we cleared our indebtedness to this fund by remitting a sum of £37.10.0. At the 1956 Conference we undertook to continue to contribute to this fund 3/6d. per each new member joining the Federation. On two occasions the Federation has had the benefit of grants from this fund, the first time being for our delegate, Miss E. HARPER, when she attended the International Congress in London in 1950, the amount being approximately £200, and the second when £250 was granted towards the travel expenses of our delegate, Miss D. RAYMOND to the Montreal Congress in 1956. Contributions from Clubs for the *Dr. Lena Madesin-Phillips Silver Jubilee Fund* amounting to £29.6.0 were remitted to the International Federation.

This Federation donated a sum of £10 in response to an appeal made by the International Federation for assistance to a former European International Federation Officer.

Another completely new undertaking for this Federation was in the initial stages. Following the forthcoming International Board Meeting in Mannheim, Germany, in 1958, the Austrian Federation planned to hold an art exhibition at the Graz "Kunstler Haus", a very modern building designed expressly for exhibition purposes. Organisation of the New Zealand exhibits was in the hands of Auckland Club, with the final selection resting with MR. P. TOMORY, Director of the Auckland Art Gallery.

International honours were bestowed on two of our members—MISS CHALLIS HOOPER and MISS DAPHNE CHAPMAN, the former on her appointment as a Vice-President of the International Federation and the latter on her appointment as a member of the United Nations Fellowship Committee. At this time also an invitation was extended to MISS CHAPMAN to be one of the representatives of the International Federation at the United Nations Commission on Human Rights which would be meeting in Paris in March, 1958.

Very close contact was kept during this term of office with the International Federation, appreciation of which was more than once referred to by the International President. Our various Committee Chairmen answered questionnaires fully and promptly, which reflected close co-operation of Clubs.

For International Week, February, 1957, when the theme set by the International Federation was *Automation and the Individual*, an

interesting innovation took place. We obtained the special broadcast prepared by the International Federation on the chosen subject. This consisted of two discs which were airmailed from America and broadcast from all main New Zealand National Stations. The broadcast was repeated in the Women's Session in March, and, thereafter the discs were made available to Clubs.

As part of the study of women in the Asian Pacific area which had been undertaken by both the New Zealand and Australian Federations, Clubs were asked to co-operate by studying one of the four countries selected, viz. Indonesia, Thailand, Japan and the Peoples Republic of China. The response was most enthusiastic. Indonesia was studied by Tauranga, Timaru, Rotorua, Masterton, and Whangarei; Thailand by Gore and Levin; Japan by North Otago, Auckland, Christchurch and Hawera; and the Peoples' Republic of China by Wellington, Invercargill and Palmerston North.

Over the years the importance of training for leadership had been stressed, but never before had the shortage of available leaders been so apparent. The months prior to Conference 1957 proved indeed a testing time, when for one reason or other eminently suitable persons were unable to accept the presidency for the ensuing term—a disastrous situation! What Club would be prepared to supply and support the next President? For so long administration had been in Wellington, the largest Club. Smaller and younger Clubs were hesitant, yet it was such a one, Rotorua, that had the courage to take on the responsibility. As a Club it was extremely active and had the distinction of being the first to establish its own Club Rooms.

With this background, MRS. D. WILKINS and her Executive faced the future with quiet determination and application, to show that it was by no means beyond the capacity of a Club such as theirs to provide officers who would steer the Federation ship safely and wisely for the next term. We are grateful for the example set.

*If any Club ever finds*the perfect President, she will seem unreal and completely without understanding of the difficulties under which the members struggle. It is the imperfect, working together, fighting with our problems, and forgiving one another's faults, which makes the near perfect Club.*

MRS. D. M. WILKINS,
Council Meeting, Palmerston North, 28/10/57.

October 1957 to October 1959

Contributed by - Mrs. D. M. Wilkins

Dominion President
Hon. Secretary
Hon. Asst. Secy.
Hon. Treasurer

MRS. D. M. WILKINS
MISS L. WOOD
MRS. R. FLASHOFF
MISS B. CLARKE

It was an honour to serve as Dominion President, and I felt that if Rotorua were willing to take on the responsibility at Federation level, other Clubs would venture to follow their lead. This was proved to be so, first by Timaru, followed by Levin, and now, in the period ahead, Gisborne is prepared to accept nomination. Perhaps one of the outstanding features of this term of office was visits to Clubs at Club level, gleaning helpful points to pass on to other Clubs, and creating a feeling of unity amongst Clubs, which, in turn, assisted in strengthening the wider bond with sister Clubs overseas.

There was considerable activity in the international field during this period. First, there was the Board Meeting at Mannheim, West Germany, in May, 1958. At this, the leader of the New Zealand delegation was MRS. M. WACHNER of Invercargill, and the second delegate MISS D. CHAPMAN of Christchurch. MISS M. BRIGHT of Wellington and MISS E. RICE of Invercargill attended as observers, while MISS CHALLIS HOOPER of Wellington was present in her capacity as a Vice-President of the International Federation. Secondly, MRS. WACHNER and MISS RICE also attended the Graz Exhibition which has been referred to in MISS GILMOUR's history. This exhibition proved an

outstanding success and, in the report of the Fine Arts Committee of the International Federation to the Paris Congress, mention was made of the unusual nature of the New Zealand exhibits. In no small way this project furthered international goodwill.

Thirdly, there was the International Federation Congress in Paris in July 1959 at which MISS DAPHNE CHAPMAN led the New Zealand delegation, while MISS MONA BRIGHT, an ex-president of Wellington Club, attended as second delegate. In March, 1958, MISS DAPHNE CHAPMAN attended a meeting of the 12th Session of the United Nations Status of Women's Commission in Geneva as an alternate delegate for the International Federation of Business and Professional Women. This was in place of the invitation extended earlier to be one of the representatives of the International Federation at the U.N. Commission on Human Rights in Paris in March, 1958.

One very happy event which must be mentioned, and a highlight of the 11th Conference of our organisation at Timaru, was the resolution taken bestowing life membership on MISS MARGERY TOULSON, Founder President, and MISS ELSIE HARPER, Founder Treasurer, in recognition of their valuable and outstanding service to the advancement of the New Zealand Federation of Business and Professional Women's Clubs. The histories which have preceded this will indicate the tremendous contribution made by both and the inspiration they provided for the future of our organisation.

The true, strong and sound mind is the mind that can embrace equally great things and small.

JOHNSON.

October 1959 to October 1961

Contributed by - Mrs. M. Fraser

Dominion President	MRS. M. FRASER
„ Secretary	MISS E. A. THOMPSON
„ Treasurer	„ A. L. THOMSON
„ Asst. Secretary	MRS. W. EVANS

With the election of MRS. M. FRASER as Dominion President at the Eleventh Biennial Conference in October, 1959, the centre of administration, for the second time, was moved to the South Island, Timaru having this distinction.

At this time eighteen Clubs were active in the Federation, with a membership of approximately 900.

International Meetings:

It happened that during this term of office there was no Congress of the International Federation of Business and Professional Women. There was, however, an International Board Meeting held at Victoria Falls, Southern Rhodesia, May 21-27, 1961. Unfortunately, for various reasons, we were unable to be represented, this being the first International meeting for some years at which we did not have at least one of our members present. However, we did send forward our views on the resolutions to be discussed and all information requested.

Get-togethers:

Three highly successful get-togethers were organised in 1960. In September, North Otago Club was responsible for a delightful weekend in Oamaru, where South Island members were able to enjoy an interesting programme. In October, Tauranga was the meeting place for Auckland, Rotorua and Gisborne members. Tauranga Club planned the business and social functions carefully. One week

later Levin Club held a day function which was attended by Clubs in the south of the North Island. Here, also, a very stimulating programme was enjoyed by all those present.

21st Birthday Celebrations:

Perhaps the highlight of this term of office was the Federation's 21st Birthday Celebrations held in Wellington during Easter, 1960. This was a most successful function, with all Clubs being represented. The work of the Federation over the years was reviewed, achievements noted and plans for the future considered. The guest of honour on this occasion was Miss JESSIE ROBERTSON of Perth, Senior Vice-President of the Australian Federation. Wellington Club was responsible for the arrangements in connection with this gathering and its success can be attributed to the hard work of this Club's members.

Permanent Secretariat:

This period was to see one momentous decision taken in the life of this Federation. It was felt that if the Federation was to grow in strength, the time had come to employ a permanent Secretary as the work had increased to such an extent that it was beyond the capacity of a person in private employment. At the Twelfth Biennial Conference held in Wanganui in October, 1961, an Executive remit was carried that a permanent Secretariat be established. To meet the cost involved the Conference also approved that affiliation fees be increased by not less than 5/- per member per annum, with effect from July 1, 1962.

Let us carry with us a remembrance of how the world is changing, the revolutions which are taking place in the world today; let us forget our petty quarrels and open the windows of our minds so that we can see our changing society in its true perspective.

ANON.

October 1961 to October 1963

Contributed by - Miss Daisy W. Pillar, M.A.

Dominion President

MISS D. W. PILLAR, M.A.

„ **Secretary**

„ M. HENDERSON

„ **Asst. Secretary**

„ M. MASON

„ **Treasurer**

„ G. NIVEN

Following the Twelfth Biennial Conference held in 1961, Headquarters for the ensuing two years were based at Levin. As Levin is centrally situated the Executive was augmented by MRS. J. WALKER (President, Levin Club), Miss V. AIM (Publicity Chairman, Levin), Miss S. PITT (President, Wellington Club), Miss P. GAPPER (Standing Committee Chairman, Wellington), Miss M. ARCHIBALD (President, Palmerston North Club) and Miss B. SCOTT (Palmerston North, co-opted member). As the position of Vice-President had not been filled, the first responsibility of the Executive was to conduct a postal ballot, and Miss P. McLEOD (now MRS. COOPER) of Gisborne was elected. Miss M. HENDERSON, Secretary (now MRS. PARKER) was married in May and went to live at Heretaunga. She carried out her secretarial duties until January 1, 1963, when the General Secretary's position came into being.

Establishment of Permanent Secretariat:

The appointment of a General Secretary was a big forward step. Financially it meant a levy of 5/- per member. We were most fortunate in securing the services of Miss EDWINA THOMPSON of Temuka, a qualified accountant with her own business, who had been Secretary of the Federation in the preceding term. This meant

that MRS. PARKER (nee Henderson) and Miss NIVEN vacated their offices and Miss MARY MASON became the Honorary Secretary.

International Federation Meeting:

At the Triennial Conference of the International Federation at Oslo, we were ably represented by MRS. M. FRASER (Immediate Past President) of Timaru, and Miss MARY WILSON of the Wellington Club, as delegates, and there were five observers. Actually six Clubs were represented. All members have returned full of enthusiasm and armed with good advice. May this interest lead to a good representation at the International Board Meeting at Canberra, Australia, in April, 1964, and at the next International Congress at Washington, D.C., in 1965.

Scholarships for Arab Girls:

During the Oslo Conference, Miss FELLER (International President) asked Federations to support the scheme of sponsoring scholarships for Arab girls at the Vocational Training School at Ramallah, Jordan. Our Federation raised the sum of £180 needed for a scholarship for one year, and it is expected that Conference will agree to support the same girl for her second year.

Social Service:

Many of our Clubs are doing much in the way of social service. In 1962 many Clubs participated in the UNESCO Project, and we were able to help considerably with the supply of sewing machines for the women of the Sudan. Two Clubs made major efforts for the support of the Freedom from Hunger Campaign, one raising well over £120 and the other just over £40.

Membership:

One of our principal aims has been to increase the number of Clubs. In July, 1962, Wairoa Club was formed at a meeting with 19 present. Today its membership is 35. One month later a Club was started at Blenheim. Its membership today is 46. Both these Clubs are virile. At a meeting held at Whakatane at the beginning of August, 1963, yet another Club was formed. There were approximately 20 persons present.

In 1962, 159 letters of welcome were sent to new members and this year (1963) to date 70 letters have been sent. Membership is the highest ever—1,095 in 20 Clubs. Solid work has been done in several other towns, and next year should see the formation of more new Clubs.

Fellowship in the Federation means much, and one way of promoting this has been the appointment by each club of a "Contact

Member" who could put visiting Business and Professional Women in touch with local members. Get-togethers held at Gisborne, Whangarei and Masterton have furthered the cause.

Australian Tours:

In 1962 a party of 30 members, led by the President, spent a fortnight in Australia. We were magnificently entertained by members of the Brisbane Club and made excellent contacts with Clubs in Toowoomba and Southport. We were also present at the opening of the Australian Federation's Biennial Conference in Sydney, and were privileged to attend the official dinner (over 280 women and one man), at which the New Zealand President proposed the toast to the International Federation.

This year (1963) a party of 26 New Zealand members intend going to North Queensland, and arrangements have been made to meet members of Clubs in Brisbane, Mackay, Bundaberg, Rockhampton, Townsville and Southport. In these two tours members from thirteen Clubs will have been participants.

Highlights of Term of Office:

The highlights of this term of office have been the appointment of a paid General Secretary; the formation of two new Clubs and the spectacular increase in the membership of the Auckland and Kawerau Clubs; the success of the Ramallah Appeal; the home and Australian contacts made by the two Australian tours; and, above all, the friendliness and co-operation the Executive has received from all Clubs.

We must build a society in which each citizen can develop his full potential, both for his own benefit and for the community as a whole; in which we encourage rather than restrict the variety and richness of human nature.

Margaret Thatcher

October 1963 — June 1965

Contributed by *Mrs Pauline F. Cooper*

National President

Hon. National Secretary

Co-opted Member

Mrs Pauline F. Cooper

Miss Dorothy E. Ritchie, B.H.Sc.

Miss Eve Hyland

The executive's term of office was shortened by four months due to a change of Conference date from Labour Weekend in October to Queen's Birthday Weekend in June. As the Silver Jubilee of the Federation was to be celebrated during Easter 1964 there was an immediate pressure to get things moving.

Ours was the first Executive to work with a permanent General Secretary. The load she was able to save the Hon. Secretary by her past working knowledge of the Federation was invaluable, more especially during those first busy months. As an executive we were very appreciative of the Immediate Past President's work which had accomplished this innovation. I thank Miss Dorothy Ritchie and Miss Eve Hyland for their inestimable assistance during my term of office.

Silver Jubilee Celebrations

These festivities, hosted by the Auckland Club, were a huge success. The occasion was marked by the Jubilee Council Meeting, an opening function, a wine and cheese evening and a banquet.

Lady Laura Fergusson, the wife of the Governor-General, gave the address at the opening function and Miss Elisabeth Feller of Switzerland, Immediate Past President of the International Federation was Guest of Honour for the celebrations and Guest Speaker at the banquet.

At these celebrations an excellent engraving of Berne was presented to the Federation by Miss Feller on behalf of the Swiss

Federation. As a personal gift she also presented a Swiss cow bell which was put to good use to end tea and social breaks at the festivities.

Interwoven into our national work the International Federation seemed very close to us during this term. The International Board Meeting held during April 1964 was not only in the Southern Hemisphere but actually nearby in Canberra, Australia.

Pre- and post-Board Meeting Tours brought BPW International personalities within our horizon. Those who came through New Zealand found cordial welcomes in BPW Clubs. International communication at Club and individual member level was at a peak. Each month mail was received requesting information about New Zealand and our Federation.

This international awareness was further heightened by tours organised for NZBPW members by Miss Daisy Pillar.

The General Secretary of the IFBPW, Mrs Vera Campbell, and Miss Elisabeth Feller, Immediate Past IFBPW President, Miss Ruth McGill, second Vice-President IFBPW, and Miss Daeny Peters of Finland, also a Vice-President of IFBPW, were among the international Who's Who.

Council for Equal Pay

Much had already been accomplished by the Council but in March 1964 our representatives reported "no action". When this continued, permission was sought in October 1964 to take action under Equal Pay Constitution clause 9, as it was agreed that the Council had important work yet to be accomplished.

Our representatives had the full support of the Federation, in addition to which their own abilities and background knowledge of the Council were invaluable. We are happy to say that, by February 1965, leadership was accepted and functioning and the Council had resolved:

1. To work for the early introduction of legislation implementing equal pay in industry.
2. To make submissions to the Commission of Enquiry into Vocational Training, including apprenticeship.

The dauntless efforts of Miss Rita Hardie (now Mrs Newton King) and Miss Pauline Gapper are particularly noteworthy.

Nuclear Testing

Since 1964 our Federation has opposed Nuclear Testing, especially in the Pacific area, and in 1963 we endeavoured to emphasise our point. On this occasion a letter was written to the Prime Minister emphasising the opinion of the Federation regarding Nuclear Testing, namely opposing the projected testing by the French Government in the

Gambier Islands and opposing any use of nuclear weapons in the settlement of international disputes. We were wanting the Government to interest the other nations of the world in an Antarctic Nuclear Free Zone.

The following year, when an open letter was sent to President de Gaulle of France by the New Zealand Campaign for Nuclear Disarmament, this letter was also signed by our Federation.

Insignia

Following a resolution of the Thirteenth Biennial Conference, Members were invited to submit suitable designs for the National President's Insignia. The design finally chosen was submitted by Mrs Judy McKay of Gisborne Club.

Notification of a bequest of £20 from the estate of the late Miss Lucy Bishop was received and it was agreed that it would be appropriate to use this gift to finance the National President's insignia.

A contract was let to R. H. Bishop & Co., manufacturers of Auckland, who completed the insignia in time for it to be presented in the first instance to Miss Pauline Gapper at the fourteenth Conference at Levin. The total cost of the insignia was £18.

Joint Committee on Women and Employment

Following an address by Dr W. Sutch at its International Night in 1964, the Wellington Club was stimulated into establishing a project concerning women and employment. In conjunction with our own Federation, the Federation of University Women and a representative of the YWCA of New Zealand, a study conference was organised by the Adult Education Department of Victoria University of New Zealand.

The findings and recommendations of this gathering were listed under three headings:

1. Areas of Immediate Action.
2. Areas for Further Study.
3. Areas of Research.

This led to the establishment of the Joint Committee on Women and Employment, the founder bodies being the Federation of University Women, the National YWCA of New Zealand and our own Federation. The National Council of Women was invited to appoint a representative at national level. The Joint Committee's aims were:

1. To prepare submissions for the Minister of Labour on the establishment of a National Advisory Council on the Employment of Women.
2. To prepare submissions for the Commission of Inquiry into Vocational Training, including Apprenticeship.

3. To promote suitable publicity on the work of the Joint Committee, as well as to present information on avenues of opportunity for employment of women.

Three sub-committees were established with terms of reference in line with the above aims.

In July 1964 the Federation was notified of the Wellington Club's intention to follow up this theme in greater detail.

Coming of Age

Clubs celebrating their 21st anniversaries during my term were Napier, Auckland and Invercargill.

Conclusion

This term of office has seen the broadening of our international contacts and the widening of the scope of BPW work in our country. I hope that these matters and the promotion within our membership of national and international travel, will encourage all members to accept their responsibilities at club, national and international levels and develop their full potential.

PAULINE F. COOPER

Be ye doers of the word and not hearers only.
The General Epistle of James, v. 22.

June 1965 — June 1967

Contributed by *Miss Pauline L. Gapper, B.A., F.T.C.L.*

National President

MISS PAULINE L. GAPPER,
B.A., F.T.C.L.

Hon. National Secretary

MISS S. SMITH (Resigned)
MISS E. G. CONDER

NATIONAL FEDERATION

Obituaries

In 1966 the New Zealand Federation of BPW suffered a severe loss with the deaths of two valued life members, Miss Margery L. Toulson on 16 February and Miss Elsie Harper on 17 February.

Miss Toulson, Founder President of the New Zealand Federation, served in this office from 1939 to 1946 and brought honour to the Federation by her appointment as a Vice-President of the International Federation, a position she held for eight years.

Miss Harper, Founder Treasurer of the New Zealand Federation and later its National President, also served as a member of the IFBPW's Standing Committee on Membership.

In future, as the result of a bequest from the estate of Miss Toulson, during the installation of officers at each biennial conference of the Federation, members will have the opportunity to recall the service of Miss Toulson when the Past President's Badge is presented to the outgoing National President. Investment of Miss Toulson's bequest has made possible the presentation of such a badge to each retiring National President.

Federation Handbook

The Federation Constitution was printed in loose-leaf form so that additions and alterations could be incorporated readily.

Federation Manual

The current Federation Policies were revised to form a Federation Manual for the guidance of Federation Executive Officers and Standing Committee Chairmen. At the biennial Conference in 1967 this manual was adopted on a trial basis for two years.

New Clubs and Membership

Two new clubs were formed, bringing the total number of clubs to 25:

Hutt Valley: The first club meeting was held on 27 October, 1965, with an initial membership of 33.

Hamilton: This, our 25th club held its first meeting on 24 May, 1966, opening with a membership of 30.

Total club membership of the Federation stood at 1,297 in June 1967, showing an increase of 120 over the two-year period.

During her two year term of office the National President was able to visit all clubs.

Examples of Club Activities

Get-togethers: Napier and Timaru.

An Investigation into Halls of Residence and Accommodation: Marlborough and Palmerston North.

Raising funds to help with the establishment of Halls of Residence at Waikato and Massey Universities: Tokoroa and Wairoa respectively.

An "open meeting" at which the speaker discussed changes in the New Zealand family during this century: Levin.

Careers evening for sixth form girls: Masterton.

"The Ideal Business or Professional Girl of the Year" contest: Dannevirke.

These are but a few examples of activities included in the Clubs' programmes which were varied and of high calibre.

Affiliations:

The New Zealand Federation continued its affiliations with:
C.O.R.S.O.

Council for Equal Pay and Opportunity

Joint Committee on Women and Employment

National Council of Women of New Zealand

Pan Pacific and South East Asia Women's Association

Joint Committee on Women and Employment

In 1966, following the presentation of submissions to the Minister of Labour on the need in New Zealand for a National Advisory Council

on the Employment of Women, a delegation waited on the Minister to discuss the Joint Committee's proposals. A document setting out the Joint Committee's views on the functions of a National Advisory Council on the Employment of Women was later forwarded to the Minister. The latter then invited a delegation from the Joint Committee to have further discussions with him on the proposed Advisory Council. As a result, a Cabinet Paper on the subject was prepared by the Department of Labour and duly presented. Following Cabinet's decision to set up a National Advisory Council on the Employment of Women, the Joint Committee, after consultation with its four constituent organisations, presented to the Minister for his consideration a list of nominations for the position of Chairman and non-governmental members. When the Minister named the Council it included three members of the Joint Committee, one of whom, Miss Ria McBride, B.A., was a Wellington BPW Club member.

The New Zealand Federation of Business and Professional Women can feel proud of the part it has played through its role in the establishment of the Joint Committee and on its representation on this Committee in the creation of the Advisory Council. Probably this is the most important work the Federation has ever undertaken. For the women of New Zealand this should prove to be a milestone not only in the field of employment but also in the safeguarding of family life which will be a concern of the Council.

Ad Hoc Committee

A Joint Committee on Public Affairs and Legislation was established with the New Zealand Federation of University Women and the YWCA of New Zealand. The purpose of this Committee was to answer questionnaires at international level and to keep watch on New Zealand's ratification of United Nations Conventions.

INTERNATIONAL FEDERATION

Washington Congress — 29 July-3 August, 1965

For the first time in the history of our Federation, New Zealand was represented by a full delegation at this International Congress. It was led by our National President. This full representation was made possible by the BPW World Tour Party representing seven New Zealand Clubs, led by Miss Daisy Pillar an ex-National President, which included Congress in its itinerary. The strong delegation included present and past officers at national and club levels.

Standing Committee on Legislation:

Miss D. Raymond (Timaru Club) was appointed to the IFBPW Standing Committee.

Board Meeting, Rome, 16-22 April, 1967

The New Zealand Federation was fully represented at this Board Meeting by two members.

Ramallah

The New Zealand Federation continued to support the International project by sponsoring a student at UNRWA's Women's Training Centre at Ramallah. The New Zealand BPW World Tour Party in 1965 visited the Training Centre where they met the New Zealand Federation's student.

Links By Letter

During this two year period Clubs of many Federations requested correspondents in New Zealand Clubs. All such requests were forwarded to Clubs whose members thus became linked with fellow members throughout the International Federation. Such links have helped cement the common bonds which unite women in Business and Professional Women's Clubs throughout the world.

PAULINE L. GAPPER

Gentle words, quiet words, are, after all, the most powerful words. They are more convincing, more compelling, more prevailing.

Washington Gladden

June 1967 — June 1969

Contributed by *Mrs Lorraine F. Harrison-Lee*

National President MRS LORRAINE F. HARRISON-LEE
Hon. National Secretary MISS EVELYN McNEIL

International Visitors

In 1964 the Immediate Past President of the International Federation of Business and Professional Women, Miss Elisabeth Feller of Switzerland had visited New Zealand to attend the Silver Jubilee celebrations of our Federation. A highlight of the 1967-1969 term of office was the first visit to New Zealand of an International President during her term of office.

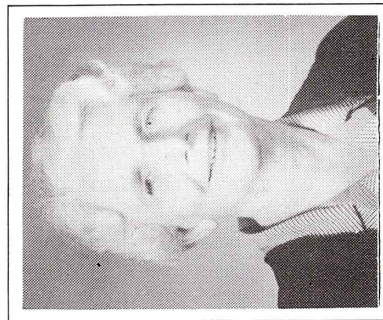
Miss Patience Thoms, O.B.E. (Australia), who had been elected International President at the London Congress in August 1968, visited New Zealand in June 1969 to attend our Biennial Conference held at Gisborne. Unfortunately, her commitments precluded a tour of New Zealand Clubs. However, those members of the New Zealand Federation who attended the Gisborne Conference enjoyed the wonderful opportunity of establishing a personal relationship with Miss Thoms who at all times was relaxed, friendly and extremely interested in the business of the Conference and the day to day life of the BPW clubs in this country. This visit also resulted in very extensive coverage of the Federation and Conference by the press, radio and T.V., which stimulated great interest throughout the country.

Conference 1969

For the first time a seminar was included in the Conference agenda. This was based on the theme "Spotlight in the South Pacific". The



Miss Challis Hooper
1952-1956



Miss Daisy Pillar
1961-1963



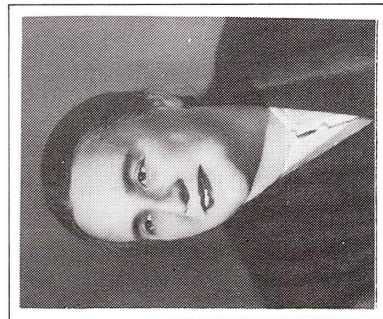
Miss Elsie Harper
1950-1952



Mrs Mary Fraser
1959-1961



Miss Daphne Chapman
1946-1950



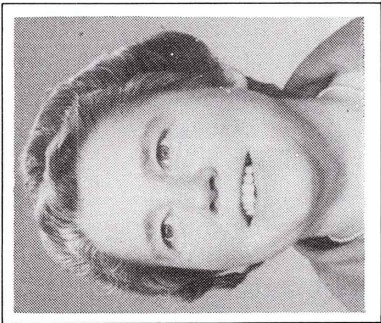
Mrs Dolly Wilkins
1957-1959



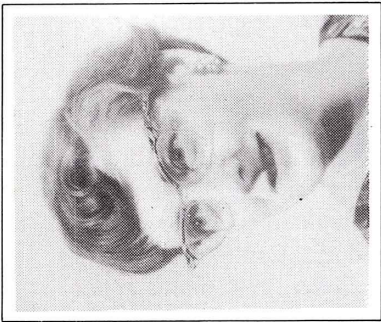
Miss Margery Toulson
1939-1946



Miss Amy Gilmour
1956-1957



Mrs Pauline Cooper
1963-1965



Miss Pauline Gapper
1965-1967



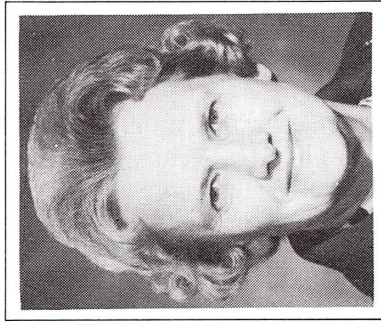
Mrs Lorraine Harrison-Lee
1967-1969



Miss Dorothy Ritchie
1969-1971



Miss Dorothy Raymond
1971-1973



Miss Ria McBride
1973-1975



Mrs Joan Bielby
1975-1977



Mrs Noela Page
1977-1981

wide-ranging discussion groups produced much worthwhile information. All present agreed that the opportunity to communicate with members of other Clubs on a selected theme was a valuable part of Conference and should be continued.

This seminar also stimulated the decision, taken later during Conference, to undertake a National Project in the form of financing a scholarship at the University of the South Pacific at Suva in Fiji.

Clubs in the Federation continued their contributions to the fund to support a student at the UNRWA Training School for Girls at Ramallah in Jordan as part of the IFBPW support for this school. Over the years our New Zealand student in the advanced secretarial course has always obtained excellent reports and high marks in examinations, a matter of great interest and satisfaction to us all.

New Zealand Clubs

During the 1967-69 term the Federation established eight new Clubs at Central Hawke's Bay (Waipukurau/Waipawa), Hastings, Tamaki (South Auckland/Panmure), Feilding, Tongariro (Turangi), Ashburton, Nelson and Te Awamutu. For the Federation this was a record number within a two year period and resulted from the dedicated work of many people including the Membership Chairman and the officers and members of Clubs in adjacent areas. During the term 481 President's letters of welcome to new members were despatched.

Obituaries

The Federation suffered a sad loss through the death of Miss Mary Seaton, Founder Secretary of the Federation and a valued and loved member of Wellington and later Auckland Clubs. The sudden death of Mrs E. Q. (Queenie) Judd, a valued and esteemed member of the Wellington Club, ended a life of devotion and dedication to the work of the New Zealand BPW Federation, the YWCA and many other organisations involved in work for the welfare of women and girls.

Associations

There was continued association with CORSO, UNESCO National Commission, PPSEWA, and UNA of New Zealand by attendance at national meetings and representation on the executives of these bodies.

The Joint Committee on Women and Employment set up by the NZBPW, the New Zealand Federation of University Women, the YWCA of New Zealand and the National Council of Women was busily engaged in working towards the establishment of a National Commission on the Status of Women, while the Council for Equal Pay and Opportunity on which we were represented continued its endeavours

towards the successful passage of the Equal Pay legislation.

Workshops and Seminars

In August 1967 the Palmerston North BPW Club organised an "After Conference Workshop" — a very stimulating and exciting informal meeting which provided newer members of Clubs in the Hamilton, Lower Hutt, Dannevirke and Tokoroa areas a valuable and wider picture of BPW Clubs in New Zealand and beyond.

Other Clubs followed with regional seminars and in June (Queen's Birthday Weekend) 1968 the first National Seminar was held in Wellington. This most successful gathering was attended by representatives of many Clubs. Excellent speakers and stimulating discussions in workshops and buzz groups made the exercise extremely worthwhile, resulting in the recommendation that National Seminars be held in alternate years to Conference.

International Federation

In August 1968 the New Zealand Federation was represented by a full bench of six delegates and six alternates at the IFBPW 11th Congress in London, England. As Federation President, I was proud to lead the delegation who comprised a very representative group of New Zealand BPW members. They were friendly, informed, articulate and always ready and willing to participate in activities and functions. In every way they personified the ideals of friendship and fellowship represented by our IFBPW.

During Congress several of the International Federation Chairmen of Standing Committees publicly referred to the value and extent of the work submitted by New Zealand, and in many instances it seemed that New Zealand was the only Federation named for commendation. Our delegation was also noted for the fact that amongst its members were the two youngest women at Congress.

Other International Links

Through links established by pen friendships with BPW members I was invited as New Zealand President to be Guest of Honour at the Annual Convention of the USA Federation held in Minneapolis from 22-25 July 1968 and was able to accept this invitation en route to London.

The U.S. Federation was a most gracious and generous hostess, allowing me to participate fully in all the sessions of the Convention and, on the final day, to address the gathering of some 5,000 members in the vast Sports Auditorium at Minneapolis.

In 1968 the New Zealand Federation responded to a request and sent a quantity of Kowhai tree seeds to the National Association of

BPW Clubs of Zambia, to be planted in an International Garden at the University of Zambia. During her visit to Zambia, Lady Littlewood, International President, presented seeds donated by the Federations. The President of Zambia Federation expressed the hope that, as the years passed, members of Business and Professional Womens Federations from other countries would be able to visit the garden they had helped to create.

Newsletter

The continued production of an excellent newsletter, which is distributed to all members of the Federation despite continually increasing costs, has been a worthwhile exercise. The New Zealand Newsletter has always been highly regarded and commented upon by overseas BPW members, thus underlining in a practical way, the International Federation's theme for the term — "The Keyword is Communication".

Club Visits

I was delighted to attend the 25th anniversary celebrations of the Invercargill Club and thereafter visit all South Island Clubs except Nelson. Through these visits the Federation received excellent publicity in press, radio and T.V. interviews. This brought our Federation before a wider audience, thus creating new interest in some areas.

Invitations to speak at various Club Candlelighting ceremonies and meetings, particularly after Congress, meant that within the two year term I visited all except four Clubs in the Federation. This experience was both heartwarming and inspiring.

Honour for BPW Member

In January 1969 we were all delighted by the award of an OBE to Challis Hooper, a Past President of the New Zealand Federation and a former International Vice-President. This award was in recognition of her outstanding public work in the fields of women's and children's welfare. Miss Hooper, however, was generous enough to refer to her decoration as "our OBE".

Conclusion

The quotation at the commencement of this section expresses very concisely my summing up of the story of the New Zealand Federation of Business and Professional Women's Clubs. Our Federation has not made flamboyant gestures so beloved of some groups, nor has it indulged in loud words to make its opinions known, but both at home and abroad there was been no doubt that our words have been "more convincing, more compelling, more prevailing".

LORRAINE F. HARRISON-LEE

The most powerful drive in the ascent of man is pleasure in one's own skill. One learns to do what one does well, and having done it one loves to do better. . . . The tool that extends the human hand is also an instrument of vision. It reveals the structure of things and makes it possible to put them together in new and imaginative combinations.

J. Bronowski

June 1969 — June 1971

Contributed by Miss Dorothy E. Ritchie, B.H.Sc.

National President

Hon. National Secretary

Co-opted Members

MISS DOROTHY E. RITCHIE, B.H.Sc.

MISS GREITA E. CLIFFORD-JONES

MISS ALISON CARSON

MRS PAULINE COOPER

MISS JUNE MCGREGOR

The New Zealand Federation

Following the 16th Biennial Conference the National Executive was situated in Gisborne for the second time. The term covered an active and stimulating two years. During this time the number of Clubs in the Federation increased from 33 to 37 and membership from 1,698 to 1,876. New Clubs were formed in Dunedin and Taupo in October, 1969, Taihape in November, 1969, and North Shore in September 1970. Rotorua Club which had been in recess again became an active member of the Federation.

Seminars

Over Queen's Birthday Weekend 1970 a stimulating and thought-provoking National Seminar was held in Wellington under the theme "The Problems of Youth in Present Day Society". The keynote speaker was the Rev. Ted Noffs from the Wayside Chapel, Kings Cross, Sydney.

At local levels most successful get-togethers were hosted by Christchurch and Whakatane. Seminars on drugs were held in Tamaki and Hastings. Dannevirke held a seminar on "Women and the Law" and also a one-day business course.

Projects

The support of a girl at the Ramallah Training School in Jordan was continued throughout this period.

Following the formulation and circulation for discussion of the policy for the first National Project, it was decided to support a Fijian girl at the University of the South Pacific for the three year teaching course. To cover fees, tuition, books, sport and pocket money we required \$300 a year for three years. This amounted to approximately 53 cents per member for the entire three year period. The project was enthusiastically accepted by members and promoted in the clubs, assisted by the Federation's "Fly to Fiji" tour which encouraged interest and helped improve knowledge of the area.

Equal Pay

On behalf of the New Zealand Federation, Mrs M. R. Nicol and Miss R. McBride prepared and presented to the Commission of Inquiry into Equal Pay submissions of a very high standard which were extremely well received.

During this period the Federation established an Ad Hoc Committee to hold a watching brief on the Status of Women.

International Federation

As National President the highlight of my term of office was my attendance as New Zealand delegate at the Dublin Board Meeting of the International Federation. This was held from 6-11 April, 1970. Chaired by the International President, Miss Patience Thoms, the meeting effectively fulfilled the IFBPW objective of fostering understanding and effective co-operation between business and professional women at home and abroad.

Following the Board meeting the New Zealand Federation offered to host the 1974 Congress. Though this invitation was not accepted, it provided fresh need to examine our own abilities.

For the 12th Congress held in Edmonton, Canada, from 5-10 July 1971, the New Zealand Federation nominated Miss Nazla Dane of Canada for the position of International President to which she was subsequently elected. The New Zealand and Canadian nomination of Miss Ritchie for a position as Vice-President was not successful.

On the Standing Committees of the IFBPW however, we were represented by Mrs Harrison-Lee on the Membership Committee, Mrs P. Godkin as a member of the United Nations Committee and Miss D. Ritchie on the Rehabilitation and Refugee (Ad Hoc) Committee.

Conclusion

This was a happy two-year term for the Federation. It saw the consolidation of so much of our previous work and good progress in furthering the objectives of BPW.

“Action for Achievement” is the theme for the June 1971 Conference, and as we go forward to this with high hopes my personal thanks are extended to all members and particularly to my Executive and to the General Secretary for her ever-ready advice and co-operation and willing assistance.

DOROTHY E. RITCHIE

*Enough, if something from our hands have power
To live, and act, and serve the future hour;
And if, as toward the silent tomb we go,
Through love, through hope, and faith's transcendent dower,
We feel that we are greater than we know.*

William Wordsworth

June 1971 — June 1973

Contributed by *Miss Dorothy A. Raymond, LL.B.*

National President	MISS DOROTHY A. RAYMOND, LL.B.
Vice-Presidents:	MISS R. McBRIDE, B.A. MRS J. BIELBY, M.P.S.
Hon. National Secretary	MISS I. YOUNG, J.P.

New Zealand Federation Executive

Following the 17th Biennial Conference at Palmerston North in June 1971, the National Executive was based in Timaru. The three co-opted members to the Executive were Mrs Mary Fraser, a past National President and a member of the Timaru Club; Miss I. Menzies, President of the Timaru Club; and Mrs M. E. Aitken, President of the Christchurch Club. Miss V. R. Breen (Timaru Club) was appointed Minute Secretary during the term. Miss E. A. Thompson, General Secretary, was in attendance at our meetings. Ten years had passed since the Federation established a permanent Secretariat and Miss Thompson had held the position from its inception. This was the first term in which she had had the opportunity to attend the regular meetings of the Executive. We received considerable assistance and guidance from her knowledge and it was acknowledged that the benefit was mutual.

International Federation

At the Edmonton Congress in July 1971 the New Zealand Federation was represented by a full delegation of six led by the Immediate Past President, Miss D. Ritchie. At this Congress the

decision was made to discontinue the use of Credential Forms for travelling members and instead members were to carry their own Federation Membership Cards. Announced at the Congress the Triennium (1971-74) International Theme, "The Crisis in Human Environment" was to deal in the three-year period with this crisis in:

- (1) Conservation of natural resources
- (2) Housing and the community
- (3) New education for work and leisure.

These subjects played a prominent part in our Club programmes.

Our representation on IFBPW Standing Committees had steadily increased and, after the Edmonton Congress, our representatives were:

Mrs R. Carson	Gisborne	Publications
Mrs P. Godkin	Auckland	United Nations
Miss R. McBride	Wellington	Employment Conditions
Miss D. Ritchie	Gisborne	Rehabilitation and Refugee Relief.

The 35th Board Meeting at Munich in June 1973 coincided with our Biennial Conference. Our delegates were Mrs J. Bielby, 2nd Vice-President and Miss Joyce Dwyer, Dunedin Club. As no grant was available from the International Federation for travelling expenses, we applied to the Internal Affairs Department for a grant towards the expenses of sending a delegate to Munich and were advised that:

"That application was declined on the grounds that a considerable annual grant was made to the National Council of Women which was intended to cover all affiliated groups, of which BPW was one."

At the Munich Board Meeting it was announced that the 36th Board meeting in 1976 would be held in New Zealand. This news was enthusiastically received at our 18th Biennial Conference in June 1973, but through political pressures the Board Meeting was later held elsewhere following a decision of the Congress in Buenos Aires in 1974.

The highlight of my term in office was the visit of Miss Nazla Dane, President of the IFBPW. We were informed by International Headquarters in April 1972 that Miss Dane planned to visit Japan and we extended a warm invitation to her to include New Zealand in her itinerary. Her visit was arranged for February 1973 and, aided by the International Secretary's memo entitled "Arrangements for Visits of International Presidents", the New Zealand Executive planned her itinerary in our country.

By holding functions in three centres, Auckland, Wellington and Christchurch, the honours were shared by our National Officers and Miss Dane met members from 36 of our New Zealand Clubs. While in New Zealand Miss Dane was the guest of the New Zealand Federation

and her expenses were met from Federation Funds. This visit gave much pleasure to those involved in its arrangements and I am sure that it spurred many of us to a greater interest in and understanding of the IFBPW.

Australian Federation

We gratefully accepted the invitation of the Australian Federation to attend a United Nations Seminar to be followed by the Australian Conference in August 1972 at Flinders University, Adelaide. Our delegation of six travelled to Adelaide and lived at Flinders University, greatly appreciating the experience and hospitality of our neighbouring Federation.

Obituary

In January 1973 we were grieved to learn of the sudden death at her home at Horgen, Switzerland, of Miss Elisabeth Feller, a past President of IFBPW who visited New Zealand in 1964. Those of us privileged to know her will always remember her friendliness, hospitality and generosity.

Affiliates and Representations

Council for Equal Pay and Opportunity: This was a very active time which culminated in the passing of the Equal Pay Act 1972. Submissions to the Commission were made on behalf of the Federation by Mrs M. R. Nicol and Miss R. McBride.

National Council of Women: I regretted being unable to attend the Conferences and meetings personally and was grateful to Mrs M. R. Nicol and Mrs J. Bielby who acted as my proxies.

Pan-Pacific and S.E. Asia Women's Association: Mrs Bielby represented the Federation at the Association's Conference held in Auckland in 1972.

United Nations Association: There was active participation in United Nations affairs at Club level.

U.N.E.S.C.O: We continued to be represented by a member of the Wellington Club.

Immigration Advisory Council: Mrs R. King of Wellington Club was among the first Government Appointees to this Council.

Vocational Training Council: Miss R. McBride of Wellington Club was a Government Appointee to this Council.

The Carpenter Report: This report on nursing education was studied and an Ad Hoc Committee appointed with Miss R. McBride as Convener to keep us abreast of developments within our concern.

Projects

International: We continued to support the education of a student at Ramallah. Contributions from Clubs had been erratic and our account was overdrawn, so the Executive was grateful for the voluntary donations amounting to \$59.00 made at Conference. From time to time, in the course of their travels, Club members have visited Ramallah and met our student. At this time our student Umayya Ismail was doing a Teacher Training Course specialising in mathematics.

National: In spite of the extensive groundwork of our predecessors, we met many obstacles and delays before awarding our Bursary to a student attending the University of the South Pacific, Suva. Our intention to support the education of a Fijian girl did not eventuate as there were adequate Fijian bursaries for the number of girls capable of studying at the University. Finally, our Bursary was awarded in 1972 to a Fijian Indian girl living in Suva, Tarun Waitha, who commenced a Teacher Training Course. Following a visit to her by some of our Club members, who reported that her home conditions were unsuitable for a study, it was decided to ask Clubs to contribute a further 30 cents per member a year for three years to increase our Bursary to enable Tarun to live in a Hall of Residence. Tarun found the course difficult from the start and has had a chequered career.

Membership

In August 1971 our membership stood at approximately 1,900 and we hoped that it would continue to rise. However, this was not to be and by June 1973 it had dropped to 1,791 in 37 Clubs. The rapid increase which had taken place in the previous four years through the formation of new Clubs could not be maintained, and it seemed to be a time to concentrate on consolidation rather than further expansion. The West Auckland Club was admitted to the Federation and progress was made with the formation of a Club in Greymouth.

Believing in the importance of personal contact as a means of consolidating the Federation, I visited Clubs from Kaikohe to Gore and at the various functions met representatives from almost all the other Clubs which I was unable to visit. In this way I gained an overall picture of the varied components which form our Federation, and an insight into human nature on a scale I had not previously encountered.

Newsletters

Published three to four times per year, these were edited by Miss Sadie Lilly of Christchurch Club, who grappled with escalating costs. As a means of balancing the budget it was agreed to accept some advertising.

Letters of Welcome

Letters of welcome to new members and to newly elected Club Presidents welcoming them to membership of the Federation and Council were written by the President.

Seminars

Seminars at Club level were organised by Kaikohe, Rotorua, Ashburton and Dunedin. At Queenstown, South Island Clubs held a get-together in December 1971. Mrs W. Hoby of Lower Hutt prepared Guidelines for Seminars for inclusion in the Manual.

New Zealand Badge Design

Considerable interest was shown in the Competition for a design suitable for a New Zealand Badge. Judging resulted in a selection of three designs as suitable for the purpose, and it transpired that all three came from the same artist, Mrs Lena Munro of Oamaru Club.

Council Meeting

Held in Timaru on 29 April 1972, this was the first Council Meeting to be held away from Wellington. Observers — one from each Club — were invited to attend and a Registration fee of \$2.50 was levied on all members attending to cover expenses.

Clubs were advised to set up their own travel funds so that they would not depend entirely on grants from the Federation or on Federation Travel Pools for delegates' travelling expenses to Conferences and Council Meetings. Standing Committee Chairman having previously been requested to appoint their Committees of three in terms of the Federation Constitution, the membership of the Standing Committees was confirmed.

French nuclear testing in the Pacific came under discussion and Auckland Club agreed to write to the French Federation Clubs drawing their attention to what their country was doing in the Pacific Ocean.

Conference

The 18th Biennial Conference was held from 1-4 June 1973 in the Conference Room of the Christchurch Town Hall. Owing to the expense of this venue and without wishing to create a precedent, the Christchurch Club and other South Island Clubs made a substantial donation towards the rent of the Conference Venue, an expense usually borne in full by the registration fees. This enabled the registration fee to remain at a modest level.

Mrs V. Eagle, Public Relations Chairman, represented the Australian Federation.

The conference theme, "The Challenge of Change" was highlighted by Miss N. L. Corder in her address at the official opening on 1 June. This was taken up by a panel of four educationalists who discussed changes in education on Saturday afternoon.

Our agenda was upset on Sunday morning by the unexpected appearance of the television cameras. As compensation we were shown at the peak viewing time on Sunday evening. However, as this coincided with Evensong in the Christchurch Cathedral at which the President and Vice-President read the Lessons, many of our delegates did not see it.

A sales table manned by members of Ashburton and Timaru Clubs netted \$219.18 for the Overseas Travel Fund.

The New Zealand Travel Fund for the first time provided every Club with the travelling expenses of one delegate.

Conclusion

I was aware that this was a time for evaluation and appraisal of our aims and objectives. Do they appeal to the business and professional women of today and, in particular, to the younger woman who is no longer unmarried as her predecessors usually were and on whom the future membership depends? What of our future? If only one could see the direction!

DOROTHY A. RAYMOND

June 1973 — June 1975

Contributed by *Miss R. M. McBride*

National President
Hon. National Secretary

MISS R. M. McBRIDE
MISS A. M. TEMPLE

National Federation

During this term the National Executive was located in Wellington, the Co-opted members being,

Miss E. J. Conder (Wellington)

Mrs J. Boyes (Wellington) retired due to ill health

Mrs D. E. Hoby (Hutt)

Mrs J. Cush (Wellington)

The Executive received exciting news from IFBPW at its first meeting. The International President, Miss Nazla Dane, wrote to say that New Zealand's invitation to hold the 1976 36th Board Meeting of IFBPW in Wellington had been accepted. The decision to issue this invitation had been taken at the Palmerston North Conference in 1971.

A planning committee was constituted in September 1973 under the experienced and able chairmanship of Miss Dorothy Jamieson of Wellington. To enable regular meetings to be held and ensure close co-operation between sub-committees, the committee was composed of members from the Wellington and Hutt Valley Clubs.

An unexpected difficulty was encountered with the issue of visas for registrants from Southern Rhodesia, then governed by an illegal regime. The New Zealand Government approved the entry of delegates from all other countries but in respect of Southern Rhodesia it was bound by a mandatory UN Security Council resolution to prevent the entry into New Zealand of any person from Southern Rhodesia. This Government ruling proved to be the death knell to the high hopes of the New Zealand Federation. Official advice from IFBPW of the decision not to hold the meeting in New Zealand was received in November 1974.

PROJECTS

Ramallah

A decision was taken at the 1973 Conference that NZFBPW continue to support one student at the Ramallah Women's Training

Centre while the scheme remained an IFBPW project. There had been doubt about UNWRA's continued support and without that it was possible the centre might have to close. However, confirmation was received in November 1975 that the support, and therefore the project, would continue.

Our sponsored students continued to do well, their reports at the end of their training showing usually an excellent or above average attainment in the subjects taken. The 1971-73 student, Umayya Ismail, took a teacher training mathematics course and the 1973-75 trainee, Bahich Amin, a teacher training course also.

Sponsorship of student at University of the South Pacific

This project, approved at the 1969 Biennial Conference for a period initially of three years, did not for various reasons get off the ground until 1972 when the scholarship for tuition, books and a personal allowance was awarded to a Fijian girl living in Suva, Tarun Lata Ben Waitha. The 1973 Conference resolved to set a levy of 50 cents on each member to meet the cost of providing a boarding allowance for Tarun while attending the university as the Federation's scholarship holder. In the first year or so her results were disappointing and it had been found that this was in no small measure due to her home conditions.

International Congress

The 13th Congress as held in Buenos Aires, Argentina, August 1974. There were six in the New Zealand delegation, the voting members being:

- the National President, Ria McBride (Wellington) as leader;
- First Vice-President, Joan Bielby (Tamaki)
- Dorothy Jamieson (Wellington), Aileen Rowland (Tamaki), Merle Oliver (Te Awamutu), Winifred Fenton (Gisborne) was an observer.

This Congress was a milestone in the history of IFBPW, being the first International meeting held in a Spanish-speaking country, and the first time one had been opened by a woman head of a Republic, Senora Peron being the first woman to be so elected. The theme for the Congress and subsequent triennium was "Looking towards the 21st Century".

New Zealand presented to the Congress a resolution on nuclear weapons which, significantly, was seconded by Japan and carried without dissent. The resolution read —

RECALLING resolutions passed at the International Federation of Business and Professional Women Board meetings in Berne 1955 and Mannheim 1958: BE IT RESOLVED THAT the Congress of the

IFBPW meeting in Buenos Aires, Argentina, August 1974, AFFIRMS its support of measures concerning the control of atomic energy; the limiting of nuclear test explosions; the protection against radiation; the control of outer space; and disarmament
CONSIDERS that a general treaty among all nuclear and all non-nuclear powers on the non-proliferation of nuclear weapons is of the highest priority
URGES National Federations and Associate Clubs to ask their Governments as a matter of greatest urgency to give support to the establishment of international co-operation to seek effective means of controlling, testing and verifying the existence of stockpiles of nuclear weapons in order to create a reliable worldwide surveillance system.
Professor Beryl Nashar of Australia was elected International President for the next triennium and New Zealand immediately decided to invite her to its 1975 Conference in Tauranga, an invitation she was very pleased to accept.

ADMINISTRATION

Constitution/By-Laws

A major exercise completed during this period was revision of the Federation constitution and by-laws. The constitution under review was adopted in 1955 when the Federation was 17 years old, and in the intervening years had been subject to many amendments. Hours of work went into the revision by the Constitution Advisory Committee under the able chairmanship of Miss Dorothy Raymond of Timaru, a former National President.

Finance Policy

During this term a considerable amount of work was done in reappraising the Finance Policy of the Federation and in bringing down for the 1975 Conference a comprehensive statement of that policy. However, Conference was not ready for some of the new proposals. The decision taken was "to defer adoption, the incoming executive to appoint an ad hoc committee to revise the Federation manual with particular consideration of this redrafted and expanded Finance Policy, and to report again to the 1977 Conference".

Representation

The Federation continued to have delegates or representatives attend meetings of organisations to which it is affiliated — National Council of Women, Council for Equal Pay and Opportunity, Corso, Pan Pacific South East Asia Association, Conference on Environment and Conservation (CoEnCo) and UNICEF.

Submissions

On 13 September 1973 the Minister of Labour announced the setting up of a Parliamentary select Committee on Women's Rights. The terms of reference included evidence on the incidence of discrimination against women in New Zealand in the fields of education and training, earnings and employment opportunities, legal and commercial transactions and all areas of public life. The committee was also asked to recommend policies to further the attainment by women of equal rights and to examine the role of women in society to establish whether there is any area of disadvantage and to recommend the adoption of policies to alleviate any area of social injustice. The Federation's major submission was prepared and presented by Mrs Rita King and Miss Ria McBride of Wellington. It was gratifying to be congratulated on the submission by members of the Parliamentary Committee. The report, published on the eve of the National Women's Convention in Wellington in June 1975, contained some verbatim quotes from the Federation submission, and was the trigger for the eventual setting up of the Human Rights Commission under the provisions of the Human Rights Commission Act 1978.

Submissions were made in 1973 on the New Zealand Superannuation Corporation Bill and subsequently to the Select Committee considering the Superannuation Amendment Bill in 1974.

Conference 1975

The 1975 Conference at Tauranga in June was notable for several reasons which had nothing to do with the appalling weather conditions that prevailed throughout the weekend. There was a record attendance of over 200, all but one of the 38 Clubs then in the Federation being represented. The Conference was honoured by having present throughout both the International President, Professor Beryl Nashar of Australia, and the President of the National Council of Women, Mrs G. S. Hollander of Christchurch.

Club Visits

The President was able to visit all Clubs in the Federation during this term, visiting eleven of them more than once. In most places Clubs were able to arrange press and radio publicity, and often Miss McBride took part in a local radio talk-back session, giving further publicity to the Federation and its activities.

Membership

The total membership reported at the 1973 Conference in Christchurch, at March 30, was 1,791 and 37 Clubs. At the 1975

Conference the numbers were 39 Clubs and a total membership of 1,788. New Clubs affiliated during this period were Huntly, Greymouth and West Auckland. This, at the time they were accepted in 1974, at the Lower Hutt Council Meeting, brought the number of Clubs to 40, but early in 1975 Taihape Club wound up, and Whangarei went into recess.

Badge

As part of the build-up to the anticipated IFBPW Board Meeting in New Zealand in 1976 the Federation had planned to have a New Zealand badge, incorporating the badge of IFBPW which up to this time was the only one available to members. A design competition was organised, and Mrs Lena Munro of North Otago Club was adjudged the winner with her design of a fern leaf incorporating the international badge. This new badge became available for purchase by members in 1976.

Conclusion

Members were delighted to see the name of Mrs Rita King, Wellington, among the recipients of the MBE in the 1974 New Year's Honours List. The award was in recognition of her sterling work for equal pay. It was particularly gratifying too that the honour was conferred personally by Her Majesty the Queen during her Royal Visit and that the National President of the Federation was able to attend the Investiture in the Wellington Town Hall. Rita had represented the Federation on the Council for Equal Pay and Opportunity for many years and had been one of that Council's most active members. She was chairman at the time of the Federation's ad hoc Committee on the Status of Women, a position she had held since the Committee was established about 20 years before. She had helped prepare for the Federation a number of major submissions to Royal Commissions and Select Committees, and was at that time on the Review Committee set up under the Equal Pay Act 1972 to look at the implementation process at the half-way stage.

RIA M. McBRIDE

*Ye rigid Ploughmen! Bear in mind
Your labour is for future hours.
Advance! Spare not! Nor look behind!
Plough deep and straight with all your powers!*
Richard Henry Horne

June 1975 — October 1977

Contributed by Ms Joan Bielby, M.P.S.

National President
Vice-Presidents

MRS JOAN BIELBY, M.P.S.
MRS NOELA PAGE
(Somerville-Ryan)
MISS BERYL SCOTT
MRS JEAN DAVIES
MRS MARGEURITE MAIR
(June-Sept. 1975)
MRS JOAN SCARROLD
(13 September 1975)

Hon. National Secretary
Finance Officer

National Executive

Following the 19th Biennial Conference at Tauranga the National Executive was based at the Tamaki Club, Auckland. The three co-opted members to the National Executive were Mrs Lynn Beck, Mrs Joan Catchpole and Mrs Olive Grayland. Mrs Aileen Rowland of the Tamaki Club was appointed Minute Secretary.

On 1 September 1975, after a brief illness, Mrs Marguerite Mair, our Finance Officer, died. At the next Executive Meeting on 13 September 1975 Mrs Joan Scarrold was appointed Finance Officer.

International Federation

There were two International Meetings during this term. The London Board Meeting was held in February 1976 and we were represented by the National President, Mrs Joan Bielby and five observers. The Helsinki Congress took place in June 1977 when we were

represented by a full delegation led by the National President, Mrs Joan Bielby.

At the Board Meeting following the Helsinki Congress, Mrs Bielby was elected Chairman of the IFBPW Standing Committee for Projects.

At the London Board Meeting the theme for the Triennium 1977-1980 was announced as "The Challenge to the New Woman". Over the three years this dealt with the challenge to:

1977-78: The New Woman and Agriculture

1978-79: The New Woman and Industrialisation

1979-80: The New Woman and Family

Decisions taken at the Helsinki Congress included:

- (a) The decision that all Federations and Associate Clubs would carry out in their own countries a special project for women. The results were to be reported on and these reports were to form a brochure to be published to mark the Golden Jubilee.
- (b) The introduction of proportional voting to start at the 15th Congress.
- (c) The alteration of the voting of Association Clubs and Standing Committee Chairmen at Board Meetings.
- (d) An increase in International Federation dues and payment to the Delegates Fund.

Our term commenced with the visit of IFBPW President, Professor Beryl Nashar, who joined us at the Conference in Tauranga where the New Zealand Federation met her expenses.

Affiliates and Representation

Council for Equal Pay and Opportunity: With the introduction of the equal pay legislation this Council has gone into recess. Our thanks are due to Mrs Rita King (nee Hardie) and all other members who worked so hard at national and local levels to promote this legislation.

National Council of Women: Mrs Bielby represented the Federation at the Executive Meeting held in Wellington, September 1975, the Conference held in Christchurch in September/October 1976, and the Executive Meeting held in Wellington in September, 1977.

Pan Pacific and South East Asia Women's Association: Mrs O. Grayland represented the Federation at the Conference held in February 1976 at Auckland. Miss S. Lilly represented the Federation at the Conference held in Christchurch in 1977.

Projects

International: We continued to support the education of a student at Ramallah, Afah Hussein. Her marks were above average.

National: We have continued to support the Fijian Indian girl,

Tarun Ben Waitha, who in 1977 became employed as a teacher and was taking part time the last course required for her Bachelor Degree in Science and Education. This has now released us from further financial responsibility.

Membership

Although we commenced the term with the loss of the Taihape Club, we were able to start two new Clubs — one at Eastern Suburbs, Auckland, and the other at Thames.

Despite this fact our membership has continued to decline. Following the example of my predecessors, I have endeavoured to visit all of our Clubs at least once during my term of office. Some have been visited several times, but unfortunately I have been unable to go to the Whakatane Club. These visits provided much valuable information relating to our Clubs and broadened my knowledge of human nature. Several Clubs celebrated their 21st and 25th birthdays, and I was able to attend these celebrations at Masterton, North Otago, Kaikohe and Levin.

Newsletters

In all, during the term, five newsletters edited by Mrs Jill Rhodes were published.

Letters of Welcome

Presidential letters of welcome were sent to all new members.

Seminars

Seminars at Club level were held in —

Auckland: Women and the Law;

Gisborne: Looking Towards the Twenty-first Century, Trends in Employment;

Tokoroa: Club Administration;

Ashburton: Women and the Law;

Napier: Women and Health;

Gore: Women and the Law.

New Zealand Federation Badge

After numerous difficulties we eventually had the badge made. It has produced numerous complimentary comments from members in New Zealand and throughout the world. Our thanks are due again to Mrs Lena Munro for the design on which the badge has been based.

New Zealand Federation Teaspoons

Following requests for teaspoons we had some made incorporating our new badge. These also have produced compliments from New Zealand members and our International sisters.

Submission

Submissions were presented to the Parliamentary Select Committees on: The Jury Service Bill; The Matrimonial Property Bill; The Human Rights Commission Bill; Nuclear Power.

Submissions were also presented to the Royal Commission on Contraception, Sterilisation and Abortion.

Council Meeting

This was held in Blenheim from 5-7 June 1976. Thirty Clubs attended in addition to which there were 38 observers.

This was the first two-day Council Meeting. It commenced on Saturday afternoon and concluded on Monday morning. Time was taken to discuss both the Federation Constitution and the Finance Policy in detail. This was helpful to both the Constitution Advisory Committee and the Finance Policy Committee.

After a discussion on the percentage of illiteracy in New Zealand it was recommended that Clubs consider this as a project. As a result, several Clubs have now become involved in Adult Literacy Programmes in their areas.

Conference

The 20th Biennial Conference was held at the Vacation Hotel, Auckland, from 21-24 October 1977.

The Conference theme — "The Challenge to the New Woman" was the subject of the opening address by Miss Marilyn Waring, M.P. for Raglan, who gave us all a new insight into the challenges and areas of need for the new woman. The panel discussion, chaired by Mrs Page, with Miss McBride (Industrialisation), Mrs Haywood (Agriculture) and Miss Dalloway (Family), expounded the theme for the Triennium, providing many ideas and encouraging much general discussion.

It was decided to discontinue full support for one girl at the Ramallah Training School and instead to donate any monies collected to the International Federation's Ramallah Fund.

Our Golden Jubilee Project was discussed at length and eventually it was decided to promote a Career Girl Award. The final details of this were to be decided at Council in 1978.

The proceeds of the sales table netted \$420.30 which sum was donated to the Golden Jubilee Fund Project.

Our problems seem to be that of looking towards the future and wondering which way to go, what we should do, how to attract new members (and keep them), what appeals to the new woman and, in fact, where to go now that equality in law has been achieved. Some, indeed, have questioned whether there is anything left to do.

Another organisation to which I have belonged for 24 years has been saying for at least that same period of time that it has been at the crossroads. Twenty-four years later it is still there, almost frightened to move. Do not let us become like that. Let us look forward and act, not look forward and stand still wondering what to do next. "Advance! Spare not! Nor look behind! Plough deep and straight with all your powers!"

JOAN BIELBY

"The true virtue of human beings is to live together as equals, claiming for themselves nothing else but what they as freely concede to anyone else."

John Stuart Mill

October 1977 — June 1981

Contributed by *Mrs Noela Page*

National President
Honorary Secretary

MRS NOELA PAGE
MRS WENDY DOWNIE
(Resigned Feb. 1978)
MRS FLO WARD — 1978-1981

Co-opted Members

MRS ILA HARRIS
MRS DORN PETTIGREW
MRS BEVERLEY STURGEON
MRS YVONNE LAWN

Minutes Secretary

The date of the biennial Conference in October 1977 meant that the new Executive was barely in office before clubs went into recess until the New Year. In February changed circumstances led to the Honorary Secretary's resignation and the appointment of Mrs Flo Ward as Honorary Secretary. There were no further setbacks however and the committee soon settled into what was to become a most rewarding and happy relationship.

International Visitors

In 1977-78 Dr Minnie Miles of the United States of America, former Vice-President of the International Federation lived in Wellington and lectured at Victoria University. She soon became part of the New Zealand BPW scene, visiting many of the Clubs and forming close friendships with New Zealand members.

In October 1978 the International President, Miss Mildred Head visited New Zealand and was able to visit Clubs in Auckland, Tauranga, Wellington and Christchurch. Our members were impressed by her charm and universal approach. The Maori Welcome and entertainment in Tauranga were particularly memorable for her. In 1981 following her

election as International President at the Golden Jubilee Congress of 1980, Mrs Maxine Hays visited Clubs in Auckland, Tokoroa, Tauranga, Taupo and Hamilton. A busy schedule for our guest was an informative and valuable one for us.

International Gatherings

In February 1979 the International Board Meeting was held in Athens, Greece. Myself as National President and Mrs Joy Morgan of Te Awamutu represented New Zealand as Board Members and Mrs Joan Bielby attended as Chairman of the International Projects Committee. The International banquet and candlelighting ceremony was a sparkling and moving occasion when delegates, many of them in National costume, lit candles for their own countries.

I led a large New Zealand delegation to the Golden Jubilee Congress in 1980 in Montreaux, Switzerland, a memorable occasion when our faith in IFBPW and belief in its ideals were reaffirmed. For New Zealand pride came when Mrs Joan Bielby retained her position as Projects Chairman and won election as one of six Vice-Presidents of the International Federation. In 1980 the New Zealand Federation was given a grant by the Government through the Minister and Spokesperson on Women's Affairs the Hon. J. McLay, towards the expense of sending a delegate to the United Nations mid-decade Women's Conference in Copenhagen. Mrs Bielby attended as our delegate.

In September 1979 the Singapore BPW Club, hosted a regional seminar and New Zealand as one of the older and larger Federations in the region was asked to present a paper on membership. This was done most ably by Mrs Caroline Dixon of Gisborne who led the New Zealand delegation.

The New Zealand Federation

For the first time the National Executive was based in Tauranga and its location and comparative ease of access to Clubs in Auckland, Waikato and Bay of Plenty areas meant that invaluable contacts were made. Many Club Presidents and Standing Committee Chairmen were able to attend Executive Meetings regularly and their attendance added much of value to these meetings.

During my period in office I was able to visit all but one of the Clubs in the Federation, some of them several times, and I became aware of the marked differences in the format and running of Clubs and in the attitude of members. The spirit ranged from enthusiasm and vitality to what could only be described as defeatism and apathy. Inevitably some clubs went into recess and in the period from 1977 to 1981, we lost the fledgling Thames Club, Dannevirke, Napier and

Palmerston North. These losses were offset to some extent by the formation of new Clubs in Porirua and South Auckland. By 1981 membership figures which had fallen from a peak of 1,876 in 1973 to a low of 1,333 in 1980, were beginning to show a slight upturn. By Conference 1981 membership stood at 1,400. The Lorraine Harrison-Lee Membership Candlestick was won by Tokoroa in 1979 and Whakatane in 1981.

National Gatherings

The 1978 Council in Gisborne coincided with the Gisborne Club's 21st birthday celebrations. The guest of honour on this happy occasion was Miss Challis Hooper, Past President of the National Federation who proved conclusively that age had not diminished her wit and charm. At Conference 1979 in Masterton the National Executive was re-elected for a further term. Many Standing Committee Chairmen were also re-elected, giving valuable continuity. Council 1980 was hosted by Wellington Club and in 1981 Conference took place in Nelson.

These functions were all made memorable by the calibre of the guest speakers — Miss Collen Dewe, former Member of Parliament in Masterton, Mrs Ann Martindell, U.S. Ambassador in Wellington and Mrs Ann Hercus, M.P. for Lyttelton in Nelson.

The New Zealand Federation was represented during this period at national gatherings for the I.Y.C. Commission and at National Conferences of P.P.S.E.A.W.A. and N.C.W.

Many Clubs held Seminars on a variety of subjects directly related to Women's concerns and Club interests. The number of Clubs involving themselves in the running of Seminars is steadily growing. They are proving invaluable means of public relations advertising.

Projects

1. During the 1977 to 1979 period the New Zealand Federation's Project of a "Career Girl" Award commemorated the Golden Jubilee of IFBPW. All members were levied for this project and many and varied were the activities Clubs engaged in to raise money. Inevitably Clubs which were most involved gained the most and a period of considerable commitment culminated in the judging and presentation of the finalists to delegates at the 1979 Conference in Masterton. The winner Miss Lisl Prendergast of Central Hawke's Bay planned to use the money for post-graduate study, attendance at International Seminars for language teachers and ultimately for research into the teaching of Reading and Language in New Zealand schools.
2. During this period the Massey Study was inaugurated. \$500 is to be

awarded annually to a woman studying for a degree at Massey University who needs to spend a year of full-time study to complete her degree. The first winner of the award was Mrs Dale Cook of Invercargill.

3. A donation of \$200 was made to the N.C.W. project to train girls at the South Pacific Commission's Education Training Centre in Suva, Fiji.
4. A contribution was made to the Women's Studies Resource Library at Waikato Library.
5. Individual contributions were made to Ramallah.
6. Negotiations were commenced with the Cook Islands Government with a view to making an award to a Cook Islands girl student wishing to study in New Zealand for a qualification in commerce or business management studies. Negotiations were protracted and time-consuming and no agreement was reached during this period.
7. Agreement was reached by the Waikato Clubs concerned on the disposal of surplus funds raised by their appeal for money to purchase a breast cancer scanning machine for Waikato Hospital. The extra money was presented to the Waikato Hospital for the purchase of an Ultrasound nodule.

Submissions

NZFBPW made submissions to Parliamentary Select Committees on the following:

The Maternity Leave and Employment Bill

The Equal Pay Review

The revocation of New Zealand's ratification of the International Labour Organisations

Convention 89, restricting the choice of women to work in industry late at night.

Publications and Publicity

Escalation of costs made publication of a newsletter impossible and regrettably only one issue was made. However, the Publicity Chairman, Mrs Lorraine Harrison-Lee did an excellent job of keeping the name of NZFBPW to the forefront both at home, and overseas with her contributions to Widening Horizons.

Conclusions

Frequently throughout my two terms of office I was asked whether BPW still has relevance in New Zealand, or whether we have not already achieved so much for women in our country, that the battle is over. I believe most sincerely that we must continue to fight: firstly to

bring about in actual fact the gains which we may have made in law; secondly we must continue to fight to bring the changes in attitude which are crucial to the realisation of our ideals; and finally we must continue to fight lest by our own apathy and inaction we lose much of what we have fought to achieve.

NOELA PAGE

Jury Service for Women

The agitation for this civic right had its genesis on April 18, 1896, when, at the meeting of the Convention of the Canterbury Women's Institutes (which, five days earlier, on April 13, 1896, had formed itself into the National Council of Women) a request for this social reform was advocated. In the Minutes of the Council in its earlier years, papers on topics such as 'Removal of Women's Disabilities', 'Women's Claims and Responsibilities', 'The Treatment of Criminals', etc., all emphasised the right of women to serve on juries. In 1905 Miss Jessie Mackay contributed a paper on 'The Wills and Wants of Feminine Citizenship', when the necessity of women on juries was stressed and a resolution, "That all disabilities hindering women's activities as citizens be removed" was carried unanimously.

Shortly after this 1905 Conference, the Council went into recess and was not reformed until 1917, when branches were established and, at practically every Conference thereafter the appointment of women jurors was the subject of resolutions passed in varying forms.

In 1942 the Women Jurors Act was enacted, requiring women to volunteer for jury service if they wished to serve, the main reason given for this discrimination against women being that many women would not wish to serve on juries. At the National Council of Women Conference in 1943 the following resolution was carried:

That N.C.W. protests against the discrimination between the conditions of service for men and women and recommends that women be empanelled as men are.

At the following Conferences, 1945-1948 inclusive, it was reaffirmed that women be called to serve on juries under the same conditions as men, it being recognised that exemptions, suitable and proper to their avocations, could be laid down as readily as those covering the callings of male jurors. In 1960, being made aware of the discrimination shown between Maori and European citizens, the resolution was re-worded as under:

That the Ministry of Justice be requested to amend the Juries Act, 1908, to provide for the calling of all adult New Zealanders for jury service.

All these resolutions have been forwarded to the Minister of Justice immediately after Conference.

During 1962 a questionnaire was circulated to obtain the current

opinion of women on this reform, and later in the year it was decided to petition Parliament, praying that women should be liable and eligible for jury service on the same basis as men.

The Minister of Justice has now spoken in support of the claim, and if Mr Hanan, with the aid of women's opinion, can convince Parliament of the wish of women to accept full civic responsibility, victory will be won after more than 67 years of persistent agitation for compulsory Jury Service for Women.

MABEL R. NICOL

Footnote — 20 years on

Mr Hanan was obviously successful for in October 1963, the Juries Amendment Act was passed abolishing the 1942 Women Jurors Act and amended the Juries Act 1908 as necessary to omit the word "man" and substitute "person". This amendment, however, still did not impose equal responsibility on women to serve as jurors as exemption from service was available to them virtually for the asking, by notifying the Jury Officer in writing that they did not wish to serve as a juror.

The passing of the Juries Act 1981 whereby every person between the age of 20 and 65 on the Electoral Roll is qualified and liable to serve on a jury brought true equality. The same conditions are applicable to both male and female if a person wishes to be excused jury service.

Society has given women the same responsibilities as their male counterparts and not found them wanting — is it too great a claim to say that true equality has been achieved in this area at least and a debt is owed to those women in the past who struggled to achieve this result.

MARGARET WHITE

Equal Pay

Several points are interesting and important in placing the Equal Pay issue in proper relation to the policy and tradition of the Federation.

Firstly, one of our objectives states that the Federation is to "support and work for equality between men and women in educational, social and economic fields". This has involved explicit support for the principle of equal pay and opportunity as a declared policy, reaffirmed from time to time by Conference over the years.

Secondly, the International Federation, of which we are an active member, is deeply committed to this objective, for several reasons —

- (1) As an essential element in the advancement of the status of women everywhere.
- (2) Because, through its consultative status with the United Nations, it respects the U.N. Charter and the Universal Declaration of Human Rights; also, it is closely associated with the I.L.O. and the Status of Women Commission.

Finally, in all these considerations, whether at national or international level, "equal pay" is part of the larger issue of opportunity for women to realise their full capacity and make their full contribution to society.

Between 1952 and 1956 the New Zealand Federation was particularly active in this matter in correspondence with the Government, and in co-operation with other organisations, separately and through the National Council of Women. At Conferences in 1954 and 1956, resolutions in support of the Public Service Association in its equal pay campaign were carried, and in August, 1956, general interest was awakened by the dramatic 'Parker Case' in the Public Service. (Details of this case may be found in files of all daily papers from August, 1956, for several weeks). As a sequel the Prime Minister, Mr Holland, called a meeting of representatives of women's organisations to discuss 'problems of women's salaries and wages and matters of special interest to women'. In immediate response, this Federation sprang into action, and, in consultation with all Clubs, drew up and presented to the Prime Minister a full statement of its views and policy in support of equality of pay and opportunity between men and women, allying itself with the P.S.A. in its Equal Pay Campaign. As an appendix, correspondence was quoted with the Government over several years. At the meeting with

the Prime Minister our Federation representatives, were prominent in verbal presentation of these submissions and much interest was aroused.

The following year, nothing definite having transpired, the P.S.A. called a meeting of all organisations interested in the equal pay issue, including professional groups and trade unions as well as women's organisations. This Federation took an active part in this move which led to the formation in April, 1957, of a "National Council for Equal Pay and Opportunity." Mrs Vera May acted as chairman of the preliminary meetings and took a large part in drafting a constitution, and Miss Challis Hooper became first Chairman of the newly-constituted Council. More recently, the Federation has been represented by Miss Rita Hardie and Miss Pauline Gapper.

CHALLIS HOOPER

About the same time as the Council for Equal Pay and Opportunity was set up the then Prime Minister, Sidney Holland set up a Commission of Inquiry to investigate the whole issue of equal pay for women but late in 1957 the government changed and the work of the Commission was discontinued. Instead, the Labour Government, who had included the introduction of equal pay in its election policy, appointed an Equal Pay Implementation Committee to formulate a policy on how equal pay was to be introduced in the State Services. This committee reported to Government in 1960 recommending legislation and the Government Services Equal Pay Act was passed at the end of that year. Equal pay was introduced in the State Services over a three year period. The first step was paid in 1962 and by 1964 equal pay was paid to most women whose salaries were paid from public monies. Typists were not included and it took ten years before the P.S.A. obtained equal pay for typists in the Public Service.

Once the Government had set the example it was expected that there would be a flow on effect and equal pay would gradually spread to the private sector but this didn't happen and the Council for Equal Pay and Opportunity with the full support of the Federation struggled to keep this issue alive. In 1964 the Federation, concerned over the influx of married women into the workforce and the need for refresher courses, retraining and vocational guidance, began preparation for a study conference in Wellington. During planning the Federation was made aware that the Federation of University Women and the Y.W.C.A. were planning similar action. As a result the three women's organisations joined forces and a conference on the topic "Women's Contribution in a Changing Society" was held at Victoria University

over a weekend at the end of 1964. At the conclusion of the study conference the 100 participants, representative of the community as a whole, asked for a continuing body to be set up to carry out the recommendations of the conference. This continuing body was called the Joint Committee on Women and Employment and was made up of representatives of the National Council of Women, the N.Z. Federation of Business and Professional Women, the Federation of University Women and the Y.W.C.A. of N.Z. The most important recommendation of the study conference was a request to prepare a scheme for the setting up of an advisory council on the employment of women. In 1966, as a result of a formal approach to Government by the Joint Committee, the National Advisory Council on the Employment of Women was set up under the chairmanship of Sir Jack Hunn. Ria McBride was one of the original members of N.A.C.E.W.

Rita King, who had been one of the Federation representatives on the Council for Equal Pay and Opportunity since 1959, was one of the Federation representatives who attended Joint Committee meetings with the special assignment of reporting progress on equal pay. At the end of 1966 Rita King was elected chairman of the Council for Equal Pay and Opportunity and the same year attended, as New Zealand participant, a United Nations seminar on "Measures Required for the Advancement of Women" held in the Philippines. She returned to New Zealand determined to do all in her power to improve the status of women here.

The breakthrough came in 1969, when the National Advisory Council on the Employment of Women, with its brief of advising the Minister of Labour on matters affecting women's employment recommended to Government that a Commission of Inquiry be set up to advise Government on how best to implement equal pay in New Zealand. Late in 1969, following the announcement that a Commission of Inquiry would be set up, the Industrial Relations centre at Victoria University organised a seminar on equal pay. This seminar received a great deal of publicity and created an awareness among the public that changes were impending. The papers presented at this seminar also provided material for many individuals and organisations making submissions to the Commission of Inquiry which was set up early in 1971. The terms of reference were to report on how and when equal pay was to be introduced. Whether equal pay was to be introduced was in fact never debated in the N.Z. Parliament.

The Federation, represented by Mrs M. R. Nicol, was a party to and made submissions to the Commission of Inquiry. The Council for Equal Pay and Opportunity, represented by the chairman Rita King, was a party to the Commission making lengthy submissions as well as

cross examining witnesses. The report of this Commission of Inquiry, recommending that legislation be drafted, was tabled in the House late in 1971. The bill was introduced to Parliament in 1972 and Rita King was on the floor of the House to witness its introduction. This was truly an historic occasion as women had up to that time been debarred from sitting on the floor of the House and Federation had on a number of occasions asked Government to change the ruling. The bill was referred to a select committee and submissions were made on behalf of the Council for Equal Pay and Opportunity and a number of organisations who were members of the Council by Rita King. She requested that a number of important changes be made to the bill and was largely successful in her efforts. The Act which was passed late in 1972 is good legislation as it covers actual and not just award rates of pay and it covers women in predominantly female occupations and not just those working alongside male employees. The Act required equal pay to be implemented in five steps with the final instalment being paid not later than 1st April 1977.

In accordance with a recommendation of the Commission of Inquiry into Equal Pay a Review Committee was appointed by the Minister of Labour, at the half way stage of the implementation in 1975, to report on progress made with equal pay. Again in 1978 the Minister appointed a committee to review and report back on the final implementation of equal pay. Rita King, former chairman of the Council of Equal Pay and Opportunity and Elizabeth Orr, chairman of the National Advisory Council on the Employment of Women, were both members of these committees. They represented the interests of women's organisations. The Federation made submissions to both these Review Committees. The reports were tabled in the House and action on a number of the recommendations contained therein were actioned including some amendments to the Act.

The Review Committee accepted that the achievement of full equal pay would require both Equal Pay and Equal Opportunity legislation. They called for the creation of a body with specific responsibility for ensuring the effectiveness of any anti-discrimination legislation. They therefore welcomed the setting up of the Human Rights Commission and the Equal Opportunities Tribunal under the Human Rights Commission Act.

Through its involvement with the setting up of the Council for Equal Pay and Opportunity and the National Advisory Council on the Employment of Women and the New Zealand Federation of Business and Professional Women played a significant part in the campaign for equal pay in New Zealand.

RITA KING

Nuclear Power

Miss Toulson tells in her history of the early years that as long ago as 1946 the Federation first expressed its concern over the matter of atom bomb tests in the Pacific area, and took the bold step of writing to President Truman of the U.S.A.

Ever since World War II, everyone has been more or less aware of the wonders and the terrors of the "atomic age". As early as 1947 Clubs were discussing the International theme for that year — 'Women and the Atomic Age'. In the years 1954-56 this awareness in our Federation crystallised into such action as we felt we could take.

In July, 1954, the matter of the atom bomb tests was first taken up in correspondence with the Prime Minister, the Rt. Hon. S. G. Holland, in a letter which asked that the Government in its foreign policy and at the U.N., would press for "discontinuance of the testing of atomic weapons, including the H-bomb and any others which may be developed, in any areas where such action endangers the life and health of any people, directly or indirectly."

Further, the Federation suggested that this might be a matter for reference to the International Court of Justice, as one involving international law.

Copies of the letter were sent to the national headquarters of the United Nations Association, the Y.W.C.A., The National Council of Women and also the Wellington District Peace Council.

The Prime Minister, in reply, advised that the matter of referring the tests in the Pacific to the International Court of Justice had arisen in the Trusteeship Council and the New Zealand representative had voted against a proposal to this effect.

Further correspondence ensued and the Executive made a study of relevant reports of Trusteeship Council meetings and other papers bearing on the whole subject. Study notes were prepared and circulated to Clubs.

In October, 1954, this report and the correspondence with the Prime Minister was placed before our own Conference, which unanimously gave formal endorsement to the action taken by Executive. Conference directed that the matter should be kept under review as a subject of continuing study. A few weeks later it was decided to sponsor, jointly with the Y.W.C.A., a remit to the then forthcoming Conference of the United Nations' Association. This read:—

That in the opinion of the New Zealand United Nations Associa-

tion, the use of the Pacific Islands Trust Territory as a proving ground for thermo-nuclear or other weapons of mass destruction is not consistent with the principle of the United Nations Charter or the purposes of the Trusteeship system, and that the legality of such use should be determined by referring the matter to the International Court of Justice for an advisory opinion.

And further:

That it be a pressing recommendation to the World Federation of United Nations Associations to use every means in its power to ensure the inclusion of this issue on the agenda of the next session of the General Assembly.

The remit was adopted by the United Nations' Association Conference and duly sent forward to the World Federation in Geneva. (It is interesting to observe that it was there noticed by the representatives of our own International Federation.) The Prime Minister and others were, of course, kept informed on all these moves.

With regard to further and wider study, it was felt that this could best be achieved by combined action with other interested groups. Accordingly, in 1955 a joint organising committee was set up. This included not only ourselves and the Y.W.C.A., but also the U.N.A., the Federation of University Women, the Council of Churches and the Society of Friends. It seemed to this Committee that the first need of the general public, including ourselves, was for sound factual background knowledge regarding various aspects of nuclear power, together with well-informed discussion of the implications in terms of world affairs.

Accordingly, in July 1955 a series of three Sunday afternoon lecture-discussions, open to and well attended by the public, was held in the Wellington Concert Chamber. All expenses were covered by generous public support. Publicity by Press Association, as well as local papers, was excellent, and serious notice was taken of the series as a venture in public education.

The venture was made possible only by the wholehearted help of a number of leading people in science and public affairs, who gave their time with the utmost generosity. Though held in Wellington, our Federation Executive (which took the main initiative) regarded this as a demonstration project and kept Clubs fully informed, with a view to stimulating further action and study.

Meanwhile, we had pursued this matter in another way by sending a remit to the International Federation Board Meeting held at Berne, also in July, 1955. This had the effect of opening up the subject for discussion there, and the Board decided that the next International Theme should be entitled 'Facing the Nuclear Age'.

In 1956, the Federation again stated its position to the Prime

Minister, in view of the pending American H-bomb tests in the Pacific. Throughout, Clubs were consulted and kept informed from time to time. But the need for authentic information and informed discussion remains. Perhaps there will be further occasion for a statement of policy and action stemming from it.

CHALLIS HOOPER

By Conference 1963 the Federation advised the Prime Minister of its support of his policy of opposition to the projected nuclear testing by the French Government in the Gambier Islands.

One further step towards non-proliferation of nuclear power was advanced through advising the Prime Minister of the Federation's desire that the New Zealand Government endeavour to interest the nations of the world in the extension of the Antarctic nuclear-free zone to the whole of the Southern Hemisphere with a view to further extension as opportunity allows.

Learning of the intention of the French Government to resume nuclear testing in the South Pacific in 1972 the New Zealand Federation urged the International Federation of Business and Professional Women's Clubs through its representative at the United Nations Conference on Human Environment at Stockholm in June 1972 to seek support for protest to the French Government against the policy of nuclear testing in the South Pacific.

The non-proliferation of nuclear powered weapons was again of concern at Conference 1973 when the New Zealand Federation commended the New Zealand Government on measures being taken to stop nuclear tests and explosions and urged continuation of universal co-operative measures. Measures which will:

- (1) effectively cease nuclear testing other than for the betterment of mankind
- (2) verify the existence of stockpiles of nuclear weapons in order to create a reliable world wide surveillance system.

Matters of constant and growing concern to the New Zealand Federation are the need for:

- the control of atomic energy
- the limiting of nuclear test explosions
- protection against radiation
- the control of outer space
- disarmament

The resolution above-mentioned was sent not only to the French Federation of Business and Professional Women but also to the International Federation of Business and Professional Women (and any other National Federation thought appropriate).

JESSIE O'BRIEN

Affiliations

Reading the history of the Federation one is struck by the recurring references to our affiliations. We have formal affiliations with:

The International Federation of Business and Professional Women

The Y.W.C.A. of New Zealand

The National Council of Women

The N.Z. United Nations Association

The Pan-Pacific and S.E. Asia Women's Association

We also have mutually helpful informal relationships with other organisations with which we have been associated from time to time, including the Public Service Association, the Federation of University Women, Soroptomists Club, Corso and the Freedom from Hunger Campaign.

Members of University staffs and Government Department officials have always given generously of their time and knowledge to help in special projects.

From Miss Toulson's history of the early years it is clear that the N.Z. Federation owes its existence to the International Federation and the World's Y.W.C.A. Indeed, the New Zealand Y.W.C.A. fostered our Federation's development for many years. After the Federation "grew up", and, by mutual consent, became a separate organisation, the link was maintained by affiliation at national level and by Clubs which began life with the local "Y".

As a body of employed women in many occupations, the Federation has special concerns, and over the years has worked most actively with the N.C.W. on such issues as equal pay, jury service and certain taxation questions. We pay special tribute to the support of the Council over the equal pay issue. Most of our Clubs are active members of their local N.C.W. branches. This also applies to the "Pan-Pacific", with which many of our members have been closely connected.

We have special interest in U.N. matters because of the consultative status of the International Federation, and the United Nations Association has the support of both Federation and local Clubs. From time to time special issues have brought us into close contact with the N.Z.U.N.Z., as was notable over the Pacific atom bomb tests in 1954.

Massey University Extramural Study Awards

In 1978 the Projects Committee made an approach to Massey University with regard to assistance, by way of a National Project, for a woman who has been studying extramurally for a degree to spend her final year as a full-time internal student. There appeared to be a need for such an award and after a considerable amount of research a decision was made at Conference 1979 and the Massey Study Award became a National Project. Applications are made the year before the Award is given and the result based on the examinations previously passed and those presently being completed. For the purpose of choosing the recipient of this Award the New Zealand Federation has two representatives on the Selection Committee of the Professorial Board of Massey University.

The value of the award was set at \$500 for 1980 and 1981. At Conference 1981 it was resolved to increase the award to \$750 for 1982 and 1983. At this stage it appeared that due to the economic conditions prevailing it was time to review the regulations covering the granting of the Award because the extension in the range of papers being made available to extramural students meant that more women appeared to be completing their degrees extramurally.

At Conference 1983 the decision was made to change to two awards of \$400 each to assist two women in their last year of extramural study.

The standard of the applicants was very high for the first awards under the new regulations and because of this three awards were made for 1984.

The measure of the appreciation of the winners of our awards was expressed in this quote from a letter of thanks:

"Please extend to your Federation my gratitude for your confidence in 'second chance' and continuing education as shown in the establishment of Study Awards for extramural students."

It is very gratifying to know that we are honouring our aims and objectives by assisting women with education and the fact that it is open to and has been won by women of very different backgrounds from all parts of New Zealand makes it truly a 'National Project'.

Extramural Study Award Winners

1980 Mrs Dale Cook, Invercargill (B.A.)

- 1981 Mrs Valerie Gates, Auckland (B.A. English)
1982 Mrs Jacqueline Hall, Napier (B.B.S.)
1983 Mrs Delwyn Paniani, Gisborne (B.B.S.)
1984 Mrs Susan Hine, Gisborne (B.S.W.)
Mrs Barbara Parker, Christchurch (B.A.)
Mrs Malini Fernando, Greymouth (B.A. Japanese)

Membership Candle



THE INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

The Beginning

(Extracted from "Women in Two Worlds" by Mary E. Ely and Eve Chappell — 1937)

Harriet Marinteanu, writing in 1836, said that teaching, needlework, keeping boarders, labour in cotton mills, bookbinding, typesetting and domestic work were the only types of work open to women. Other social historians increased the number of occupations to 27, but, even so, the total number of occupations available to women contrasts strikingly with the 504 enumerated in the latest census (U.S.A.).

In some professional and semi-professional occupations and also in many kinds of clerical and industrial work, women have been more or less willingly admitted by men, but, almost without exception, the rates of pay have been and are lower. The arguments about women's constitutions being too delicate for competition with men, neglect of the home and children, women's brains being smaller, etc., are too well known to be described here. Women have shown what they can do.

Americans are reputed to have a natural talent for organisation, and World War 1 gave them an unusual opportunity to exercise that talent. Among the groups to which the Government looked hopefully for aid were the business and professional women of the country, grown by 1917 to numbers that made them collectively a powerful force. It was discovered that there was no central organisation through which the services of these women could be mobilised. An appeal was made to the War Work Council of the National Y.W.C.A., and as a result a meeting was called in New York in 1918. A committee was formed to find out what kind of Business and Professional Clubs there were and if a federation would be welcome. In July, 1919, about 200 women representing as many clubs met in St. Louis and the National Federation of Business and Professional Women's Clubs was formed. At the meeting in 1920, 400 women were present.

By the time the organisation of the Federation was accomplished, the reason for it no longer held, but the Federation seemed to meet the need of the times. Though the original motive was no longer operative, another pressing need had arisen to emphasise the importance of consolidated strength among business and professional women. During the war women had entered into many occupations previously closed to them, and those who had shown exceptional ability advanced to positions higher than women had held before.

Women's wages and salaries had taken upward trends. Fear that these gains might be lost in the period of readjustment following the war lent impetus to the movement for the organisation of business and professional women, but, while the desire to hold their jobs might be a spur to immediate actions, that was never regarded as the ultimate purpose. The keynote of this purpose was struck in the slogan at the 1920 meeting — "Better Business Women for a Better Business World".

THE INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

Aims: As amended at the 15th Congress, Montreux, May 1980.

Its aims shall be:

- (1) To organise business and professional women in all parts of the world to use their combined abilities and strength for the attainment of the following objectives:
 - (i) To work for high standards of service in business and the professions.
 - (ii) To stimulate and encourage in women a realisation and acceptance of their responsibilities to the community, locally, nationally and internationally.
 - (iii) To encourage women and girls to:
 - (a) acquire education, occupational training and advanced education.
 - (b) use their occupational capacities and intelligence for the advantage of others as well as themselves.
 - (iv) to work for:
 - (a) equal opportunities and status for women in the economic, civil and political life in all countries.
 - (b) the removal of discrimination.
 - (v) to promote world-wide friendship, co-operation and understanding between business and professional women.
- (2) To collect and present the views of business and professional women to world organisations and agencies.

We must travel the road to greater things, we may even touch the stars.

Dr. Lena Madesin-Phillips

The International Federation of Business and Professional Women

Considerable space has been allotted to this section because it is not always accepted or recognised that as member Clubs of the New Zealand Federation of Business and Professional Women's Clubs we thereby become members of a very much wider group — the International Federation of Business and Professional Women.

Today, when no one part of the world is so very far removed from any other, it becomes increasingly necessary to have an international rather than a local or even national outlook. Only in the wider field can problems facing the world today be solved. This makes the International Federation of considerable importance as an organisation through which members can express themselves internationally.

The International Federation was formed in Geneva, Switzerland, in August, 1930, the outgrowth of goodwill tours sponsored by the National Federation of Business and Professional Women's Clubs of the United States.

During the summers of 1928, 1929 and 1930 groups of members of the latter body visited European countries seeking to arouse interest in an international organisation. In 1930 business and professional women from 16 countries gathered in Geneva and formed the International Federation.

Dr Lena Madesin-Phillips, U.S.A., who, while President of the U.S. National Federation, had organised and led the goodwill tours, was elected the first International President. A year later European headquarters were opened in Geneva and, subsequently, in 1936, in New York City.

Organisations had been sufficiently developed in Austria, Canada, France and Italy so that these countries, together with the United States, became the first member countries of the International Federation. In the following years the organisation achieved a sound, steady growth, and, by 1939, had developed federations or clubs in twenty-four countries.

During the second World War some Federations in European

countries were dissolved. Elsewhere, notably in Great Britain, in Sweden, and in the United States expansion continued. When the war ended, members (including New Zealand) helped in the resettlement of refugees and assisted Clubs in the war-ravaged countries.

The International Federation is the largest organisation of business and professional women in the world today and has approximately 250,000 members in the following countries:

National Federations

Argentina	Greece	Pakistan
Australia	India	Peru
Austria	Israel	South Africa
Bangladesh	Italy	South West Africa
Belgium	Japan	Sweden
Bolivia	Jordan	Switzerland
Canada	Korea	Thailand
Costa Rica	Mexico	United Kingdom
Ecuador	Morocco	United States of America
Eire	Netherlands	Zambia
Finland	New Zealand	Zimbabwe
France	Nigeria	
Germany	Norway	

Associate Clubs

Aruba (Netherlands Antilles)	Grenada	Lesotho
Bahamas	Guatemala	Nicaragua
Barbados	Haiti	Panama
Belize	Hong Kong	Paraguay
Bermuda	Iceland	Philippines
Botswana	Indonesia	St Kitts
Brazil	Iran	St Lucia
Cayman Islands	Jamaica	Singapore
Colombia	Kenya	Spain
El Salvador	Lebanon	Trinidad

The International Federation is non-partisan and non-sectarian. It encourages women to meet their responsibilities as citizens, and its programme assists individual business or professional women in affiliated countries to do so more effectively through group study, discussion and action on local, national and international levels. It holds consultative status with the Economic and Social Council of the United Nations, having been one of the non-governmental organisations earliest admitted to that status.

Programme is arranged, policy agreed upon, work and activities begun and renewed at triennial Congresses of the International

Federation and Meetings of the Board of Directors, where affiliated Federations are represented by delegates and observers. Honorary officers and the Board of Directors are elected at Congresses.

As a means of fostering understanding and to link all Federations together in study of mutually important subjects, "International Week" is observed each February. Then Clubs throughout the world membership discuss a common "theme" chosen by the International Board.

By means of its official quarterly journal, appropriately named 'Widening Horizons', the International Federation keeps National Federations, Clubs and members in touch with its activities in all spheres. It is recommended that as many individual members as possible obtain a copy of this publication; also that a copy be held by each Club for the benefit of any member desirous of reading it.

The International Federation was primarily responsible for the first recognition of the specialised interests of business and professional women in international jurisprudence. It has consistently worked for woman's rights to work, equal pay for equal work, opportunities for her advancement, the removal of discrimination against the employment of married or older women and other restrictions.

It was formerly a corresponding member of the Advisory Committee on Social Questions for the League of Nations. It has a special consultative relation with the International Labour Office. It has exposed current fallacies relating to the woman worker and made an extensive study of the effects of war on the gainful occupation of women. It has campaigned to place more women in public office and in policy-making positions.

The International Federation is a recognised spokesman for Business and Professional women at the United Nations, and in January 1978 was granted Consultative Status, Category A with the Economic and Social Council of the United Nations (ECOSOC).

This gives the International Federation the right to —

Speak directly to the Economics and Social Council and its Commission.

Forward written statements for Agenda to the NOC's Committee of ECOSOC, to ECOSOC's committee and its commissions.

Arrange for its written communications to be produced in full and distributed as official documents if they do not exceed 2,000 words at the discretion of the Secretary-General.

A seat is reserved for IFBPW at all meetings of ECOSOC.

Members of the International Federation give special attention to the activities of the United Nations, particularly to the Commissions on Human Rights and the Status of Women.

Statements have been presented on women's political, nationality,

and property rights, and on all matters concerning gainfully employed women, where the Federation has special competence. Member Federations have worked to influence the attitude of their Governments towards ratification of U.N. Conventions for improving the status of women.

Through the generous grant made by the Ford Foundation in 1954-55, an investigation was made and published on 'The Role of Women in Lebanon, Egypt, Iraq, Jordan and Syria'. The International Federation keeps closely in touch with the activities of the Specialised Agencies, such as UNESCO, W.W.O., I.L.O. and F.A.O. Member Federations have strongly supported the U.N. Appeal for Children and other relief measures.

On behalf of its artist members, international exhibitions have been held in many cities, handcraft exhibitions and sales have been organised, and there has been some co-operation between member Federations in arranging concert tours.

The programme is being carried out through the work of certain of the International Federation's Standing Committees, such as United Nations, Educational and Cultural, Finance, Legislation, Membership, Projects and Publications. The International Federation has from its inception endeavoured to increase international understanding and goodwill among its members. Several scholarships have been offered. It has instituted a United Nations Fellowship, given at regular intervals (see separate reference), which enables one of its members to attend meetings of the Economic and Social Council or its Commissions.

Rules for International Federation Congress Fund

This fund was started at the Board Meeting in 1949 and has had several changes to the rules since that time.

Prior to 1968 all payments were voluntary, after that date a levy was introduced and all Federations were eligible to claim one economy airfare. Depending on the number of claims a percentage was paid to the delegate.

At Montreux in Switzerland in 1980 it was moved that all Federations and Associate Clubs would pay the levy and all would be eligible to claim from the Fund.

Funds

TRUST FUNDS

Lena Madesin-Phillips Endowment Fund

Dr. Lena Madesin-Phillips, Founder-President, who died in 1955, bequeathed \$1,000, in trust, to the International Federation for the establishment of the Lena Madesin-Phillips Endowment Fund for encouragement and fostering at the organised or individual level of public, political and social efforts of business and professional women in the Middle East and Asia. The Fund has been the recipient of gifts and bequests, and the income finances membership expansion in countries in the designated areas.

Marjorie-Lacey Baker/Madesin-Phillips Fund

Under the will of the late Marjorie Lacey-Baker, a life-long friend of the Founder-President, who died in 1971, a charitable trust has been established the funds of which are to continue membership work of the International Federation in countries in the Middle East.

Golden Jubilee International Aid Fund (IAF)

At the 15th Congress held in Montreaux, Switzerland in 1980, which celebrated the 50th anniversary of the International Federation, the Golden Jubilee International Aid Fund was established. The Fund is administered by the Executive Committee and can give assistance to Affiliates towards expenses to Congresses upon application. The Fund is the recipient of the proceeds from the sale of gifts at the International Gift Shop held at Congresses and can be augmented by donations and any other voluntary contributions.

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Members Visiting Other Countries

A member visiting another country and wishing to make contact with a Club or Clubs, during the visit should identify herself by means of a valid Club Membership Card, or an authorised introduction signed by her Club President or other officer.

Advance notice should be sent to the National Federation or Associate Club(s) of the country being visited, with details of dates and addresses where the visitor may be contacted. A convenient form for this purpose is the "International Visitors' Service" which can be obtained by the visiting member from the headquarters of her own National Federation or Associate Club, and which should be completed and forwarded in advance of her visit.

A member visiting another country must remember that it is not always possible for the Club members in that area to arrange entertainment and she should not expect that hospitality will be provided for her during her visit.

Note: In the New Zealand Federation the applicant for credentials must have been a financial member of her Club for a period of one year before they will be granted. She should notify her Club Secretary who in turn notifies the General Secretary who will send the appropriate forms.

Membership

Membership of the International Federation consists of National Federations of Clubs and Associate Clubs.

In each Club or organisation of a National Federation, and in each Associate Club, at least 75% of the membership must be comprised of business or professional women or both.

A National Federation is composed of three or more clubs, with a total membership of 100 or more. There may be only one National Federation in each country..

A Club existing in a country where there is no affiliated National Federation may join as an Associate Club, providing there are not more than two other Associate Clubs in that country.

International Federation Themes

Started in 1944 by the International Federation as a guide to member Federations in their thinking and planning. The basic cause of tension in the world has been and today still is — fear — fear of hunger and fear of the unknown and half-known. Education and food are the general answers to both. Each year Clubs within the New Zealand Federation are given the International theme in time for programme planning with a view to introducing the subject during International Week. To date the themes have been:—

- 1945 The World Women Want
- 1946 The Role Women have Played and are now Playing and Should Play in the United Nations Organisation
- 1947 Women and the Atomic Age
- 1948 What Price Peace?
- 1949 The Universal Declaration of Human Rights.
- 1950 Food and Health — A Challenge to Women
- 1951 Freedom of the Individual
- 1952 Towards Full Partnership
- 1953 Every Right Entails a Duty
- 1954 We and the United Nations' Charter
- 1955 Without Distinction of Race
- 1956 Facing the Nuclear Age
- 1957 Automation and the Individual
- 1958 Emerging Women and our Widespread Family
- 1959 The Future is our Business Today
- 1960 Bringing together Orient and Occident
- 1961 Our Responsibilities in a Changing World
- 1962 Promoting Mutual Respect among Peoples as the Basis of International Understanding
- 1963 The Responsibilities of Individual Freedom
- 1964 The Development of Human Resources
- 1965 Our Role in the Development of World Trade
- 1966 The Challenge of a Changing World in Education and Training
- 1967 The Challenge of a Changing World in Employment
- 1968 The Challenge of a Changing World in Community Life
- 1969 The Keyword in Communications in Technology
- 1970 The Keyword in Communications in Trade
- 1971 The Keyword in Communications in Relationships

- 1972 Conservation of Natural Resources
- 1973 Housing and the Community
- 1974 Education for Work and Leisure
- 1975 Full Recognition of Women as People
- 1976 Women — Their Total Potential
- 1977 New Priorities in Changing Lifestyles
- 1978 New Women and Agriculture
- 1979 New Women and Industrialisation
- 1980 New Woman and the Family
- 1981 Where Do We Go From Here In Education

International Presidents

- 1930 Dr Lena Madesin-Phillips (U.S.A.)
- 1947 Miss Sally Butler (U.S.A.)
- 1950 Dame Caroline Haslett (U.K.)
- 1956 Miss Margaret Hyndman (Canada)
- 1959 Miss Elisabeth Feller (Switzerland)
- 1962 Miss Helen G. Irwin (U.S.A.)
- 1965 Lady Barbara Littlewood (U.K.)
- 1968 Miss Patience Thoms (Australia)
- 1971 Miss Nazla Dane (Canada)
- 1974 Professor Beryl Nashar (Australia)
- 1977 Miss Mildred Head (U.K.)
- 1980 Mrs Maxine Hays (U.S.A.)

United Nations Fellowship

The purpose of this Fellowship is to enable a business or professional woman to study at first hand one of the agencies or commissions of the United Nations. It is open only to members of National Federations of Business and Professional Women. The total amount of the Fellowship is \$1,000 towards travelling expenses and a per diem allowance. In the past the following conditions have had to be met by applicants:

- (1) The recipient would have a background of preparation and experience which would make it possible for her to function effectively in international conferences. She must be able to follow intelligently United Nations documentation and be able to prepare representations and reports within its nomenclature.
- (2) Applications for the Fellowship must be made in English or French.
- (3) The recipient must give promise of being able to use U.N. experience effectively in either official or non-governmental work. She will be required to prepare a written report on her Fellowship period and a further written report one year later, indicating the value of her U.N. experience to the International Federation and in her own activities in her country.
- (4) A copy of the application forwarded to the Chairman of the United Nations Fellowship Sub-Committee must be sent to the President of the National Federation to which the applicant belongs.
- (5) A medical certificate of health must accompany the application.

To date, no member of the New Zealand Federation of Business and Professional Women's Clubs has been the recipient of this U.N. Fellowship, but perhaps one day — we hope not too far removed — this honour may reach this remote but active Federation.

The Fellowship is awarded annually, provided there is an applicant judged as meeting all the conditions required and worthy of the distinction. Recipients to date have been:

- 1951 1st — Miss Ruth Tomlinson (England)
- 1952 2nd — Dr Yvonne Soudan (Belgium)
- 1953 3rd — Miss Jean Randall (Australia)
- 1954 4th — Mrs Madeleine Mainander (Finland)
- 1955 5th — Mme. Madeleine Mainander (Finland)

- 1956 6th — Mrs Louise Arnold (South Africa)
1959 7th — The Begum Salima Ahmed (Pakistan;
1961 8th — Jeanne Shelby Mosier (Mrs Rodney Dean Mosier)
(U.S.A.)
1962 9th — Dr Sofia Corradi (Italy)
1963 10th — Miss Adela Crondona (Argentina)
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Lights-up Fund for Europe

Reference has been made by the Founder President in her "history" to this Federation's 'Lights-Up' Fund for assistance in re-establishing European Clubs which had suffered so much during World War II. This was a dramatic step for a small and remote Federation, one which inspired other larger Federations; and the adoption of our title for the fund by the International Federation was indeed an honour.

The National Federation of Business and Professional Women's Clubs of Great Britain and Northern Ireland followed New Zealand's example. They raised the handsome sum of £5,000. When this contribution was handed over at a special ceremony in London on August 31, 1946, to The International Federation President, Dr Lena Madesin-Phillips, by their President, Miss Gordon Holmes, in her 'Lights-Up' speech, made reference to New Zealand's lead in the following terms:

Our little New Zealand Federation of twelve Clubs and a few hundred members as early as 1944 had seen the end of the war and decided to raise a fund to help the war-wrecked business and professional women of Europe. New Zealand called it 'The Lights-Up Fund for Europe'. Their announcement came to us just as our Clubs were talking of sporadic individual efforts of some sort of for some victory celebration. In one spectacular gesture the Federation, led by our own brilliant Finance Chairman, Stella Phillips Marder, decided that we too would raise a 'Lights Up' Fund following in New Zealand's footsteps. You all know how splendidly all responded to Mrs Phillips Marder's appeal and you all know how splendidly Mrs Phillips Marder appealed. We made our target £5,000.

And that really is the end of the 'Lights-Up' story; started by our little New Zealand Federation feeling very small and very far away, continued by Great Britain.

Candle Lighting Ceremony

Details of the Candle Lighting Ceremony, which, though encouraged by the International Federation, is in no way compulsory, are given below. The ceremony can be made a very impressive one, but it is emphasised that if it is observed, thoughtful and careful planning is essential.

Following traditional lines, a semi-darkened room for the ceremony adds atmosphere, and throws out the candle lights as they appear, one by one. If flags of the countries concerned can be procured they add to the international scene.

The candles may be grouped round the International Federation candle (larger than the rest), one for each of the federated countries, with others for affiliated countries.

Introductory remarks may be somewhat along the following lines:

It is now our custom, each February, to meet together as members of the International Federation of Business and Professional Women, of which we are a part. All our Clubs and Clubs in other lands meet to commemorate this International Night — the night in the year when we specially bring to mind our colleagues throughout the world, who, as members of their own Federations, are working alongside us to achieve the common aims of a better world.

The International Federation was founded by a great American, Dr Lena Madesin-Phillips. It has steadily grown until today there are clubs or Federations in . . . countries and a membership of . . . under the Presidency of . . .

The International Candles are then lit, one by one, with the words:

We light these candles in the sure faith that the International Federation will continue to be a guiding light to its member Federations and Clubs here represented.

If at all possible Nationals of each Federation should be asked to light the candle for their country, saying:—

I light this candle in memory of my country . . . or I light this candle for my country . . .

Circumstances may change and details can be filled in by each Club, each year, to suit themselves. Moreover, guidance will be forthcoming well in advance of February for the basis of the celebration of International Night by the N.Z. Federation Executive.





